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ABSTRACT

This volume provides comparative data for faculty salaries in public and private colleges and universities, based on two surveys of institutions conducted in 1990-91 and 1993-94 respectively. Data in this report are from the 306 institutions that provided data for both years. Data are provided for the following disciplines: Accounting; Administrative Assistant/Secretarial Science; Anthropology; Area, Ethnic, and Cultural Studies; Biological Sciences/Life Sciences; Business Administration and Management; Business Management and Administrative Services; Business/Managerial Economics; Business Marketing and Marketing Management; Chemistry; Communications; Communication Technologies; Computer and Information Sciences; Counselor Education/Student Counseling and Guidance Services; Drama/Theater Arts; Economics; Education; Engineering; Engineering-Related Technologies; English Language and Literature/Letters; and Foreign Languages and Literatures. In addition to listing the average salaries in the 21 individual academic disciplines/major fields for both public and private participating institutions by faculty rank, comparisons are made in each of the disciplines between the two public surveys and the two private surveys for each of the two study years and with the Consumer Price Index of changes in cost-of-living. Appendixes list all disciplines and participating institutions. (JB)

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ED 381 115

SALARY-TREND STUDIES OF FACULTY FOR THE YEARS 1990-91 AND 1993-94 IN THE FOLLOWING ACADEMIC DISCIPLINES/MAJOR FIELDS:

Accounting; Administrative Assistant/Secretarial Science, General; Anthropology; Area, Ethnic, and Cultural Studies; Biological Sciences/Life Sciences; Business Administration and Management, General; Business Management and Administrative Services; Business/Managerial Economics; Business Marketing and Marketing Management; Chemistry, General; Communications; Communication Technologies; Computer and Information Sciences; Counselor Education/Student Counseling and Guidance Services; Drama/Theater Arts, General; Economics, General; Education; Engineering; Engineering-Related Technologies; English Language and Literature/Letters; and, Foreign Languages and Literatures

by

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Foreword

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, DC, in cooperation with Appalachian State University in Boone, NC, have conducted annual national faculty salary surveys by discipline and rank each year through 1993-94. Two separate surveys are conducted each year, one for public senior colleges and universities and the other for private senior colleges and universities.

Salary data from the 1990-91 and 1993-94 surveys were collected and tabulated for full-time teaching faculty in 42 selected academic disciplines/major fields, 21 of which are included herein in alphabetical order. The academic disciplines/major fields were chosen from among those defined by A Classification of Instructional Programs, 1990.

Each of the 21 academic disciplines/major fields herein presents a summary of the overall average salary increase in that academic discipline/major field from the "baseline year" of 1990-91 to and including the "trend year" of 1993-94 for both public and private participating institutions. Of the 282 public institutions which participated in CUPA's public survey of 1990-91, 221 also participated in the 1993-94 survey. Data from those same 221 institutions were used in both the baseline year and the trend year. Of the 494 institutions which participated in CUPA's private survey of 1990-91, 306 also participated in the 1993-94 survey. Data from those same 306 institutions were used in both the baseline year and the trend year.

In addition to listing the average salaries in the 21 individual academic disciplines/major fields for both public and private participating institutions by rank, including "new assistant professor," and listing the faculty mix percentage (FAC MIX PCT) and the salary factor, comparisons are made in each of the 21 individual academic disciplines/major fields between the two public surveys and the two private surveys for each of the two study years (1990-91 and 1993-94) and with the CPI (Consumer Price Index) of changes in cost-of-living.

The list of all 42 selected academic disciplines/major fields surveyed is found in Appendix A of each academic discipline/major field article included herein, and the lists of all participating senior colleges and universities are found in Appendixes B (public) and C (private) of each academic discipline/major field article included herein.

HE028 283

SALARY-TREND STUDY OF FACULTY IN ACCOUNTING FOR THE YEARS 1990-91 AND 1993-94

By
Richard D. Howe and Rebecca Kaenzig

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1993-94. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 42 selected academic disciplines including accounting. The disciplines were chosen from among those defined by *A Classification of Instructional Programs* (*CIP*), 1990. The definition of the discipline/major field of accounting in the *CIP* is as follows:

> An instructional program that prepares individuals to practice the profession of accounting and to perform related business functions. Includes instruction in accounting principles and theory, financial accounting, managerial accounting, cost accounting, budget control, tax accounting, legal aspects of accounting, auditing, reporting procedures, statement analysis, planning and consulting, business information systems, accounting research methods, professional standards and ethics, and applications to specific for-profit, public, and non-profit organizations.*
>
> [**A Classification of Instructional Programs* (Washington, D.C.: National Center for Education Statistics, [1990], p. 189--52.0301).]

This article presents a summary of the overall average salary increases in the discipline/major field of accounting from the "baseline year" of 1990-91 to and including the "trend year" of 1993-94 for both public and private institutions. Of the 282 institutions which participated in CUPA's PUBLIC study of 1990-91, 221 also participated in 1993-94. Data from those same 221 institutions were used in both the baseline year and the trend year. Of the 460 institutions which participated in CUPA's PRIVATE study of 1989-90, 306 also participated in 1993-94. Data from those same 306 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of accounting for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1990-91 and 1993-94).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 29 for associate professor of accounting in the 1990-91 public study means that 29 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1990-91, PUBLIC 1993-94, PRIVATE 1990-91 and PRIVATE 1993-94. For example, a SALARY FACTOR of 1.22 for associate professors in the discipline/major field of accounting in the 1990-91 public study means that their average salary is 22 percent higher than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1990-91 or 1993-94). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 42 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of accounting with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1990-91 and the "trend year" of 1993-94 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES MAJOR FIELD: ACCOUNTING																		
PUBLIC 1990-91:																		
AVERAGE SALARY:	58392	392	122	49227	459	141	42592	559	155	42227	67	51	28133	171	79	46872	1581	167
FAC MIX PCT:	24.8%			29.0%			35.4%			4.2%			10.8%			100.0%		
SALARY FACTOR:	1.18			1.22			1.27			1.30			1.08			1.17%		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	49382	20535		40201	17323		33479	17898		32406	2968		25977	5278		40089	61034	221
FAC MIX PCT:	33.6%			28.4%			29.3%			4.9%			8.6%			100.0%		
DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES MAJOR FIELD: ACCOUNTING																		
PUBLIC, 1993-94:																		
AVERAGE SALARY:	63913	410	119	53995	498	155	47953	468	145	52530	59	44	29778	118	57	52911	1494	168
FAC MIX PCT:	27.4%			33.3%			31.3%			3.9			7.9%			100.0%		
SALARY FACTOR:	1.19			1.24			1.32			1.51			1.09			1.21		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	53700	20965		43457	17404		36275	17890		34850	2587		27419	4384		43720	60643	221
FAC MIX PCT:	34.6%			28.7%			29.5%			4.3%			7.2%			100.0%		
- - - - - - - -																		
DISCIPLINE: BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES MAJOR FIELD: ACCOUNTING																		
PRIVATE, 90-91:																		
AVERAGE SALARY:	59140	158	81	48013	262	110	39517	320	143	42243	42	35	31285	89	52	45058	829	188
FAC MIX PCT:	19.1%			31.6%			38.6%			5.1%			10.7%			100.0%		
SALARY FACTOR:	1.16			1.22			1.21			1.36			1.19			1.12		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	51194	10278		39238	9563		32704	9984		30965	1513		26246	1868		40291	31693	306
FAC MIX PCT:	32.4%			30.2%			31.5%			4.8%			5.9%			100.0%		
DISCIPLINE: BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES MAJOR FIELD:ACCOUNTING																		
PRIVATE, 1993-94:																		
AVERAGE SALARY:	69138	168	84	54684	299	126	45431	343	149	46604	26	22	33824	45	34	52714	855	196
FAC MIX PCT:	19.6%			35.0%			40.1%			3.0			5.3%			100.0%		
SALARY FACTOR:	1.20			1.25			1.25			1.38%			1.18			1.16		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	57805	10854		43900	9968		36283	10119		33719	1372		28694	1637		45403	32578	306
FAC MIX PCT:	33.3%			30.6%			31.1%			4.2%			5.0%			100.0%		

RESULTS OF THE TWO PUBLIC STUDIES, 1990-91 AND 1993-94

In the PUBLIC 1990-91 salary study in the above table, the reader may note that the discipline/major field of accounting was reported in 167 of the 221 public institutions. The average salary of the 1,581 faculty was $46,872. This average salary was approximately 16.9 percent higher than the average salary of $40,089 for all 61,034 faculty in ALL MAJOR FIELDS in the 1990-91 public study.

In the PUBLIC 1993-94 salary study in the above table, the discipline/major field of accounting was reported in 168 of the same 221 public institutions. The average salary of the 1,494 faculty was $52,911. This average salary was approximately 21.0 percent higher than the average salary of $43,720 for all 60,643 faculty in ALL MAJOR FIELDS in the 1993-94 public study.

The increase in average salaries for all faculty in the discipline/major field of accounting after three years in the public institutions studied was 12.9 percent ($52,911 minus $46,872 equals $6,039). The CPI of increased cost-of-living between October 1990 and October 1993 was 9.1 percent. In comparison with the CPI, there was a relative increase in accounting average faculty salaries over the three-year period by 3.8 percent or an average of 1.3 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 9.1 percent ($43,720 minus $40,089 equals $3,631). In comparison to the discipline/major field of accounting (12.9%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 3.8 percent (12.9% minus 9.1% equals 3.8%) less than faculty in the discipline/major field of accounting.

The reader may note that the faculty mix percentage in accounting is lower at the professor rank than at the assistant professor rank in both the 1990-91 study: 24.8 percent vs. 35.4 percent, and in the 1993-94 study: 27.4 percent vs. 31.3 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 33.6 percent vs. 29.3 percent (1990-91) and 34.6 percent vs. 29.5 percent (1993-94), respectively.

Finally, the hiring rate of new assistant professors in accounting in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1990-91, 4.2 percent (67/1,581) vs. 4.9 percent (2,968/61,034), respectively; and lower in 1993-94, 3.9 percent (59/1,494) vs. 4.3 percent (2,587/60,643), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1990-91 AND 1993-94

In the PRIVATE 1990-91 salary study in the above table, the reader may note that the discipline/major field of accounting was reported in 188 of the 306 private institutions. The average salary of the 829 faculty was $45,058. This average salary was 11.8 percent higher than the average salary of $40,291 for all 31,693 faculty in ALL MAJOR FIELDS in the 1990-91 private study.

In the PRIVATE 1993-94 salary study in the above table, the discipline/major field of accounting was reported in 196 of the same 306 private institutions. The average salary of the 855 faculty was $52,714. This average salary was 16 percent higher than the average salary of $45,403 for all 32,578 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

The increase in average salaries for all faculty in accounting after three years in the private institutions studied was 17 percent ($52,714 minus $45,058 equals $7,656). The CPI of increased cost-of-living between October 1990 and October 1993 was 9.1 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 7.9 percent or 2.6 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 12.7 percent ($45,403 minus

$40,291 equals $5,112). In comparison to the discipline/major field of accounting (17%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 4.3 percent (17% minus 12.7% equals 4.3%) less than faculty in accounting.

In the discipline/major field of accounting, the reader may note that the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank in both studies: 19.1 percent vs. 38.6 percent (1990-91), respectively; and 19.6 percent vs. 40.1 percent, (1993-94), respectively. The differences in the ranks of professsor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32.4 percent vs. 31.5 percent (1990-91), and 33.3 percent vs. 31.1 percent (1993-94), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in accounting was higher than the hiring rate in ALL MAJOR FIELDS in the 1990-91 private study: 5.1 percent (42/829) vs. 4.8 percent (1,513/31,693), respectively, and lower in the 1993-94 private study: 3.0 percent (26/855) vs. 4.2 percent (1,372/32,578), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of accounting and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1990-91 through the "trend year" of 1993-94. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 4,759 (2.6%) faculty in the discipline/major field of accounting participated and were included in the 42 disciplines/major fields in each of the four studies and in the overall total of 185,948 participating faculty. The same 221 public institutions and the same 306 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of accounting in 1990-91 in the public and private studies were some 17 percent and 12 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of accounting in 1993-94 in the public and private studies were 21 percent and 16 percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00) respectively.

Second, the CPI of October 1993 increased 9.1 percent from the CPI of October 1990, and indicates that the faculty in accounting in the public institutions, received an average annual salary increase of 1.3 percent above the cost-of-living. In the private institutions the annual average salary increase was 2.6 percent above the cost-of-living.

Third, in the discipline/major field of accounting the professor rank FAC MIX PCTs are lower than those in the assistant professor rank in both the 1990-91 and 1993-94 public studies, and the same is true both in the 1990-91 and 1993-94 private studies. These data show that the discipline/major field of accounting in both the public and private studies is still an emerging discipline/major field in academia.

Finally, the hiring rate of new assistant professors in accounting in the 1990-91 and 1993-94 public studies was lower than in ALL MAJOR FIELDS. It was higher in the 1990-91 private study but lower in the 1994-94 private study.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of accounting is being developed, it is anticipated that this current information will be a valuable reference tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina. Coauthor Rebecca Kaenzig is an assistant professor of accounting at Appalachian State University.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC Participating Institutions, page 11

C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
AREA, ETHNIC, AND CULTURAL STUDIES
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES
BUSINESS/MANAGERIAL ECONOMICS
BUSINESS MARKETING AMD MARKETING MANAGEMENT
CHEMISTRY, GENERAL
COMMUNICATIONS
COMMUNICATION TECHNOLOGIES
COMPUTER AND INFORMATION SCIENCES
COUNSELOR EDUCATION COUNSELING AND GUIDANCE SERVICES
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R.N. TRAINING)
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
READING TEACHER EDUCATION
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS
TOTAL: 42

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1990-91 and 1993-94

Institutions Participating in Both Studies:

Alabama A&M University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technical University (AR)
Armstrong State College (GA)
Auburn University of Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University Sacramento (CA)
California State University Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
College of Staten Island of the City University of New York (NY)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
Dickinson State University (ND)
East Central University (OK)
East Stroudsburg University (PA)
East Tennessee State University (TN)
East Texas State University (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern Montana College (MT)
Eastern New Mexico University (NM)
Eastern Oregon State College (OR)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fitchburg State College (MA)
Fort Hays State University (KS)
Fort Lewis College (CO)
Framingham State College (MA)
Francis Marion University (SC)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University of Pennsylvania (PA)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander College (SC)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (NE)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi Valley State University (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana College of Mineral Science and Technology (MT)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)

Participating Institutions (continued):

Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern State University (SD)
Northwest Missouri State University (MO)
Northwestern State University (LA)
Oakland University (MI)
Oklahoma Panhandle State University (OK)
Old dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Prairie View A&M University (TX)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
San Diego State University (CA)
Sangamon State University (IL)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
Southeast Missouri State University (MO)
Southwastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern college of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
St. Claud State University (NM)
State University of New York at Brockport (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
State University of New York College at Oswego (NY)
State University of New York College at Plattsburgh (NY)
State University of New York College at Potsdam (NY)
Tarleton State University (TX)
Tennessee Technological University (TN)
Texas A&M University-Corpus Christi TX)
Texas Woman's University (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama in Huntsville (AL)
University of Alaska Southeast (AK)
University of Arkansas at Little Rock (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Guam (GU)
University of Houston-Clear Lake (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maryland Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Memphis (TN)
University of Missouri-St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Pittsburgh at Bradford (PA)
University of Puerto Rico-Cayey (PR)
University of Puerto Rico-Humacao University College (PR)
University of Science and Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of Southern Carolina-Aiken (SC)
University of South Florida (The) (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Texas at Dallas (The) (TX)
University of Texas at El Paso (The) (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler (The) (TX)

Participating Institutions (continued):

University of the Virgin Islands (VI)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Univesrity of Wisconsin-Stevens Point (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valley City State University (ND)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Georgia College (GA)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winston-Salem State University (NC)
Wright State University (OH)
Youngstown State University (OH)

Total Institutions = 221

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1990-91 and 1993-94

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allenton College of St. Francis de Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (The) (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Belmont University (TN)
Benedict College (SC)
Benedictine College (KS)
Bentley College (MA)
Bethany College (KS)
Bethany College (WV)
Bethel College (IN)
Bethel College (MN)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Bradley University (OH)
Bridgewater College (VA)
Bryn Mawr College (PA)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Catawba College (NC)
Catholic University of America (DC)
Centenary College of Louisiana (LA)
Central Baptist College (AR)
Central College (IA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Clarke College (IA)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
Coker College (SC)
College of Great Falls (MT)
College of Mount Saint Vincent (NY)
College of Notre Dame (CA)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (NM)
Columbia College (MO
Columbia College (SC)
Concordia College (MN)
Concordia College (NE)
Concordia University Wisconsin (WI)
Cornell College (IA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Dordt College (IA)
Drake University (IA)
Drew University (NJ)
Drexel University (PA)
Drury College (MO)
Duquesne University (PA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmira College (NY)
Emory & Henry College (VA)
Fairfield University (CT)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Freed-Hardeman University (TN)
Friends University (KS)
Furman University (SC)

Gordon College (MA)
Goshen College (IN)
Great Lakes Bible College (MI)
Grinnell College (IA)
Guilford College (NC)
Hampton University (VA)
Hartwick College (NY)
Hastings College (NE)
Heidelberg College (OH)
Hilbert College (NY)
Hobart and William Smith College (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Carroll University (OH)
Johnson C. Smith University (NC)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Le Tourneau College (TX)
Lebanon Valley College (PA)
Lees-McRae College (NC)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Malone College (OH)
Manhattan College (NY)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Memphis Theological Seminary (TN)
Mercer University (GA)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Montreat-Anderson College (NC)
Moravian College (PA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
Niagara University (NY)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College (WA)
Northwestern College (IA)
Norwich University (VT)
Notre Dame College (OH)
Oakwood College (AL)
Occidental College (CA)
Oglethorpe University (GA)
Ohio Northern University (OH)
Ohio Wesleyan College (OH)
Olivet Nazarene College (IL)
Our Lady of Holy Cross College (LA)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Luthern University (WA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pikeville College (KY)
Pine Manor College (MA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Quinnipiac College (CT)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)
Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Russell Sage College (NY)
Sacred Heart University (CT)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
Saint Francis College (PA)
St. John Fisher College (NY)
Saint Joseph's University (PA)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College (IN)
Saint Mary's College of California (CA)
St. Mary's University of San Antonio (TX)

Participating Institutions (continued):

Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Russell Sage College (NY)
Sacred Heart University (CT)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College (IN)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (IA)
Simpson College (CA)
Sioux Falls College (SD)
Skidmore College (NY)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. John Fisher College (NY)
St. John's University (MN)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stillman College (AL)
Susquehanna University (PA)
Syracuse University (NY)
Tabor College (KS)
Teikyo Westmar University (IA)
Texas Christian University (TX)
Thomas More College (KY)
Tiffin University (OH)
Transylvania University (KY)
Tri-State University (IN)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (The) (OH)
Union University (TN)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Charleston (The) (WV)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of San Francisco (CA)
University of St. Thomas (TX)
University of St. Thomas (MN)
University of the Ozarks (AR)
University of The South (The) (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Washington College (MD)
Webber College (FL)
Wesley College (DE)
Wesleyan College (GA)
Western Baptist College (OR)
Western Maryland College (MD)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College, Inc. (WV)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
Wilmington College (OH)
Wilmington College (DE)
Wingate College (NC)
Wisconsin Lutheran College (WI)
Woodbury University (CA)
York College of Pennsylvania (PA)

Total Institutions: 306

SALARY-TREND STUDY OF FACULTY IN ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE FOR THE YEARS 1990-91 and 1993-94

By

Richard D. Howe and Ruby B. Dunn

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1993-94. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 42 selected academic disciplines including Administrative Assistant/Secretarial Science. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of Administrative Assistant/Secretarial Science in the CIP is as follows:

> A group of instructional programs that prepare individuals to provide administrative and office support services.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 190--52.0401).]

This article presents a summary of the overall average salary increases in the discipline/major field of Administrative Assistant/Secretarial Science from the "baseline year" of 1990-91 to and including the "trend year" of 1993-94 for both public and private institutions. Of the 282 institutions which participated in CUPA's PUBLIC study of 1990-91, 221 also participated in 1993-94. Data from those same 221 institutions were used in both the baseline year and the trend year. Of the 494 institutions which participated in CUPA's PRIVATE study of 1990-91, 306 also participated in 1993-94. Data from those same 306 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of Administrative Assistant/Secretarial Science for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1990-91 and 1993-94).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 32.4 for associate professor of Administrative Assistant/Secretarial Science in the 1990-91 public study means that 32.4 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1990-91, PUBLIC 1993-94, PRIVATE 1990-91 and PRIVATE 1993-94. For example, a SALARY FACTOR of .96 for associate professors in the discipline/major field of Administrative Assistant/Secretarial Science in the 1990-91 public study means that their average salary is 4 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1990-91 or 1993-94). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 42 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of Administrative Assistant/Secretarial Science with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1990-91 and the "trend year" of 1993-94 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC 1990-91: DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES MAJOR FIELD: Administrative Assistant/Secretarial Sciences, General																		
AVERAGE SALARY:	47441	79	34	38750	101	38	32900	101	42	36369	11	11	24366	31	18	37628	312	52
FAC MIX PCT:	25.3%			32.4			32.4%			3.5%			9.9%			100.0%		
SALARY FACTOR:	0.96			0.96			0.98			1.12			0.94			0.94%		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	49382	20535		40201	17323		33479	17898		32406	2968		25977	5278		40089	61034	221
FAC MIX PCT:	33.6%			28.4%			29.3%			4.9%			8.6%			100.0%		
PUBLIC, 1993-94: DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES MAJOR FIELD: Administrative Assistant/Secretarial Science, General																		
AVERAGE SALARY:	50802	70	31	41669	80	34	36369	59	31	34750	2	2	27454	28	15	41367	237	45
FAC MIX PCT:	29.5%			33.8%			24.9%			0.8%			11.8%			100.0%		
SALARY FACTOR:	0.95			0.96			1.00			1.00			1.00			0.95		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	53700	20965		43457	17404		36275	17890		34850	2587		27419	4384		43720	60643	221
FAC MIX PCT:	34.6%			28.7%			29.5%			4.3%			7.2%			100.0%		
PRIVATE, 90-91: DISCIPLINE: BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES MAJOR FIELD: Administrative Assistant/Secretarial Science, General																		
AVERAGE SALARY:	44510	6	4	34302	15	9	25779	15	12				29175	11	5	31685	47	24
FAC MIX PCT:	12.8%			31.9%			31.9%						23.4%			100.0%		
SALARY FACTOR:	0.87			0.87			0.79						1.11			0.79		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	51194	10278		39238	9563		32704	9984		30965	1513		26246	1868		40291	31693	306
FAC MIX PCT:	32.4%			30.2%			31.5%			4.8%			5.9%			100.0%		
PRIVATE, 1993-94: DISCIPLINE: BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES MAJOR FIELD: Administrative Assistant/Secretarial Science, General																		
AVERAGE SALARY:	42802	4	3	34163	9	7	31508	19	11	32000	2	1	26632	6	5	32556	38	20
FAC MIX PCT:	10.5%			23.7%			50.0%			5.3%			15.8%			100.0%		
SALARY FACTOR:	0.74			0.78			0.87			0.95%			0.93			0.72		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	57805	10854		43900	9968		36283	10119		33719	1372		28694	1637		45403	32578	306
FAC MIX PCT:	33.3%			30.6%			31.1%			4.2%			5.0%			100.0%		

RESULTS OF THE TWO PUBLIC STUDIES, 1990-91 and 1993-94

In the PUBLIC 1990-91 salary study in the above table, the reader may note that the discipline/major field of Administrative Assistant/Secretarial Science was reported in 52 of the 221 public institutions. The average salary of the 312 faculty was $37,628. This average salary was approximately 6.5 percent lower than the average salary of $40,089 for all 61,034 faculty in ALL MAJOR FIELDS in the 1990-91 public study.

In the PUBLIC 1993-94 salary study in the above table, the discipline/major field of Administrative Assistant/Secretarial Science was reported in 45 of the same 221 public institutions. The average salary of the 237 faculty was $41,367. This average salary was approximately 5.7 percent lower than the average salary of $43,720 for all 60,643 faculty in ALL MAJOR FIELDS in the 1993-94 public study.

The increase in average salaries for all faculty in the discipline/major field of Administrative Assistant/Secretarial Science after three years in the public institutions studied was 9.9 percent ($41,367 minus $37,628 equals $3,739). The CPI of increased cost-of-living between October 1990 and October 1993 was 9.1 percent. In comparison with the CPI, there was a relative increase in Administrative Assistant/Secretarial Science average faculty salaries over the three-year period by .8 percent or an average of .27 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 9.1 percent ($43,720 minus $40,089 equals $3,631). In comparison to the discipline/major field of Administrative Assistant/Secretarial Science (9.9%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of .8 percent (9.9% minus 9.1% equals .8%) less than faculty in the discipline/major field of Administrative Assistant/Secretarial Science.

The reader may note that the faculty mix percentage in Administrative Assistant/Secretarial Science is lower at the professor rank than at the assistant professor rank in the 1990-91 study: 25.3 percent vs. 32.4 percent, and in the 1993-94 study the faculty mix percentage is higher at the professor rank than at the assistant professor rank: 29.5 percent vs. 24.9 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 33.6 percent vs. 29.3 percent (1990-91) and 34.6 percent vs. 29.5 (1993-94), respectively.

Finally, the hiring rate of new assistant professors in Administrative Assistant/Secretarial Science in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1990-91, 3.5 percent (11/312) vs. 4.9 percent (2,968/61,034), respectively; and lower in 1993-94, .8 percent (2/237) vs. 4.3 percent (2,587/60,643), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1990-91 and 1993-94

In the PRIVATE 1990-91 salary study in the above table, the reader may note that the discipline/major field of Administrative Assistant/Secretarial Science was reported in 24 of the 306 private institutions. The average salary of the 47 faculty was $31,685. This average salary was 27.2 percent lower than the average salary of $40,291 for all 31,693 faculty in ALL MAJOR FIELDS in the 1990-91 private study.

In the PRIVATE 1993-94 salary study in the above table, the discipline/major field of Administrative Assistant/Secretarial Science was reported in 20 of the same 306 private institutions. The average salary of the 38 faculty was $32,556. This average salary was 39.5 percent lower than the average salary of $45,403 for all 32,578 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

The increase in average salaries for all faculty in Administrative Assistant/Secretarial Science after three years in the private institutions studied was 2.7 percent ($32,556 minus $31,685 equals $871). The CPI of increased cost-of-living between October 1990 and October 1993 was 9.1 percent. A more realistic increase, therefore, in the average faculty salaries over the three--year time period, is 6.4 percent or 2.1 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 12.7 percent ($45,403 minus $40,291 equals $5,112). In comparison to the discipline/major field of Administrative Assistant/Secretarial Science (2.7%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 10 percent (12.7% minus 2.7% equals 10%) more than faculty in Administrative Assistant/Secretarial Science.

In the discipline/major field of Administrative Assistant/Secretarial Science, the reader may note that the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank in both studies: 12.8 percent vs. 31.9 percent (1990-91), respectively; and 10.5 percent vs. 50 percent, (1993-94), respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32.4 percent vs. 31.5 percent (1990-91), and 33.3 percent vs. 31.1 percent (1993-94), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in Administrative Assistant/Secretarial Science was lower than the hiring rate in ALL MAJOR FIELDS in the 1990-91 private study: 0 percent (0/47) vs. 4.8 percent (1,513/31,693), respectively, and higher in the 1993-94 private study: 5.3 percent (2/38) vs. 4.2 percent (1,372/32,578), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of Administrative Assistant/Secretarial Science and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1990-91 through the "trend year" of 1993-94. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 634 (.3%) faculty in the discipline/major field of Administrative Assistant/Secretarial Science participated and were included in the 42 disciplines/major fields in each of the four studies and in the overall total of 185,948 participating faculty. The same 221 public instituitons and the same 306 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of Administrative Assistant/Secretarial Science in 1990-91 in the public and private studies were 6.5 percent below and 21 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary for all ranks in Administrative Assistant/Secretarial Science in 1993-94 in the public and private studies were 5.7 percent below and 28 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1993 increased 9.1 percent from the CPI of October 1990, and indicates that the faculty in Administrative Assistant/Secretarial Science in the public institutions received an average annual salary increase of .8 percent above the cost-of-living. In the private institutions the annual average salary increase was 2.1 percent below the cost-of-living.

Third, in the discipline/major field of Administrative Assistant/Secretarial Science the professor rank FAC MIX PCTs are lower both in the 1990-91 and 1993-94 public studies. In the private studies the professor rank FAC MIX PCTs are significantly lower at the professor rank.

Finally, the hiring rate of new assistant professors in Administrative Assistant/Secretarial Science is lower or non-existent in the 1990-91 public and private studies and the 1993-94 public study but it is higher in the 1993-94 private study in comparison to ALL MAJOR FIELDS.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of Administrative Assistant/Secretarial Science is being developed, it is anticipated that this current information will be a valuable reference tool for interested aministrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education at Appalachian State University, Boone, North Carolina. Co-author Ruby B. Dunn is the administrative assistant for the Office of Equal Opportunity Programs at Appalachian State University, Boone, N.C.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC Participating Institutions, page 11

C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1990-91 and 1993-94

Institutions Participating in Both Studies:

Alabama A&M University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technical University (AR)
Armstrong State College (GA)
Auburn University of Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University Sacramento (CA)
California State University Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
College of Staten Island of the City University of New York (NY)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
Dickinson State University (ND)
East Central University (OK)
East Stroudsburg University (PA)
East Tennessee State University (TN)
East Texas State University (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern Montana College (MT)
Eastern New Mexico University (NM)
Eastern Oregon State College (OR)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fitchburg State College (MA)
Fort Hays State University (KS)
Fort Lewis College (CO)
Framingham State College (MA)
Francis Marion University (SC)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University of Pennsylvania (PA)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander College (SC)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (NE)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi Valley State University (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana College of Mineral Science and Technology (MT)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL

ANTHROPOLOGY

AREA, ETHNIC, AND CULTURAL STUDIES

BIOLOGICAL SCIENCES/LIFE SCIENCES

BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL

BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES

BUSINESS/MANAGERIAL ECONOMICS

BUSINESS MARKETING AMD MARKETING MANAGEMENT

CHEMISTRY, GENERAL

COMMUNICATIONS

COMMUNICATION TECHNOLOGIES

COMPUTER AND INFORMATION SCIENCES

COUNSELOR EDUCATION COUNSELING AND GUIDANCE SERVICES

DRAMA/THEATER ARTS, GENERAL

ECONOMICS, GENERAL

EDUCATION

ENGINEERING

ENGINEERING-RELATED TECHNOLOGIES

ENGLISH LANGUAGE AND LITERATURE/LETTERS

FOREIGN LANGUAGES AND LITERATURES

GEOGRAPHY

GEOLOGY

HISTORY, GENERAL

HOME ECONOMICS

LIBRARY SCIENCE

MATHEMATICS

MULTI/INTERDISCIPLINARY STUDIES

MUSIC, GENERAL

NURSING (R.N. TRAINING)

PHILOSOPHY AND RELIGION

PHYSICAL SCIENCES

PHYSICS, GENERAL

POLITICAL SCIENCE, GENERAL

PROTECTIVE SERVICES

PSYCHOLOGY

READING TEACHER EDUCATION

SOCIOLOGY

SPECIAL EDUCATION, GENERAL

SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY

TEACHER EDUCATION

VISUAL AND PERFORMING ARTS

TOTAL: 42

Participating Institutions (continued):

Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern State University (SD)
Northwest Missouri State University (MO)
Northwestern State University (LA)
Oakland University (MI)
Oklahoma Panhandle State University (OK)
Old dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Prairie View A&M University (TX)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
San Diego State University (CA)
Sangamon State University (IL)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
Southeast Missouri State University (MO)
Southwastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern college of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
St. Claud State University (MN)
State University of New York at Brockport (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
State University of New York College at Oswego (NY)
State University of New York College at Plattsburgh (NY)
State University of New York College at Potsdam (NY)
Tarleton State University (TX)
Tennessee Technological University (TN)
Texas A&M University-Corpus Christi TX)
Texas Woman's University (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama in Huntsville (AL)
University of Alaska Southeast (AK)
University of Arkansas at Little Rock (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Guam (GU)
University of Houston-Clear Lake (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maryland Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Memphis (TN)
University of Missouri-St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Pittsburgh at Bradford (PA)
University of Puerto Rico-Cayey (PR)
University of Puerto Rico-Humacao University College (PR)
University of Science and Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of Southern Carolina-Aiken (SC)
University of South Florida (The) (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Texas at Dallas (The) (TX)
University of Texas at El Paso (The) (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler (The) (TX)

Participating Institutions (continued):

University of the Virgin Islands (VI)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Univesrity of Wisconsin-Stevens Point (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valley City State University (ND)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Georgia College (GA)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winston-Salem State University (NC)
Wright State University (OH)
Youngstown State University (OH)

Total Institutions = 221

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1990-91 and 1993-94

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allenton College of St. Francis de Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (The) (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Belmont University (TN)
Benedict College (SC)
Benedictine College (KS)
Bentley College (MA)
Bethany College (KS)
Bethany College (WV)
Bethel College (IN)
Bethel College (MN)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Bradley University (OH)
Bridgewater College (VA)
Bryn Mawr College (PA)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Catawba College (NC)
Catholic University of America (DC)
Centenary College of Louisiana (LA)
Central Baptist College (AR)
Central College (IA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Clarke College (IA)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
Coker College (SC)
College of Great Falls (MT)
College of Mount Saint Vincent (NY)
College of Notre Dame (CA)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (NM)
Columbia College (MO
Columbia College (SC)
Concordia College (MN)
Concordia College (NE)
Concordia University Wisconsin (WI)
Cornell College (IA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Dordt College (IA)
Drake University (IA)
Drew University (NJ)
Drexel University (PA)
Drury College (MO)
Duquesne University (PA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmira College (NY)
Emory & Henry College (VA)
Fairfield University (CT)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Freed-Hardeman University (TN)
Friends University (KS)
Furman University (SC)

Participating Institutions (continued):

Garner-Webb University (NC)
George Washington University (DC)
Georgetown University (DC)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Great Lakes Christian College (MI)
Grinnell College (IA)
Guilford College (NC)
Hampton University (VA)
Hartwick College (NY)
Hastings College (NE)
Hebrew College (MA)
Heidelberg College (OH)
Hilbert College (NY)
Hobart and William Smith Colleges (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Carroll University (OH)
Johnson C. Smith University (NC)
Judson College (AL)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College of Pennsylvania (PA)
Lees McRae College (NC)
LeTourneau University (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Loyola College in Maryland (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Manhattan College (NY)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Memphis Theological Seminary (TN)
Mercer University (GA)
Mercy College (NY)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Montreat-Anderson College (NC)
Moravian College (PA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
Niagara University (NY)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College (WA)
Northwestern College (IA)
Norwich Univesrity (VT)
Notre Dame College of Ohio (OH)
Nusson College (ME)
Oakwood College (AL)
Occidental College (CA)
Ohio Northern University (OH)
Ohio Wesleyan University (OH)
Oklahoma Baptist University (OK)
Olivet Nazarene University (IL)
Our Lady of Holy Cross College (LA)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Lutheran University (WA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer College (NC)
Pikeville College (KY)
Pine Manor College (MA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Quinnipiac College (CT)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rensselaer Polytechnic Institute (NY)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)

Participating Institutions (continued):

Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Russell Sage College (NY)
Sacred Heart University (CT)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College (IN)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (IA)
Simpson College (CA)
Sioux Falls College (SD)
Skidmore College (NY)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. John Fisher College (NY)
St. John's University (MN)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stillman College (AL)
Susquehanna University (PA)
Syracuse University (NY)
Tabor College (KS)
Teikyo Westmar University (IA)
Texas Christian University (TX)
Thomas More College (KY)
Tiffin University (OH)
Transylvania University (KY)
Tri-State University (IN)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (The) (OH)
Union University (TN)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Charleston (The) (WV)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of San Francisco (CA)
University of St. Thomas (TX)
University of St. Thomas (MN)
University of the Ozarks (AR)
University of The South (The) (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Washington College (MD)
Webber College (FL)
Wesley College (DE)
Wesleyan College (GA)
Western Baptist College (OR)
Western Maryland College (MD)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College, Inc. (WV)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
Wilmington College (OH)
Wilmington College (DE)
Wingate College (NC)
Wisconsin Lutheran College (WI)
Woodbury University (CA)
York College of Pennsylvania (PA)

Total Institutions: 306

SALARY-TREND STUDY OF FACULTY IN ANTHROPOLOGY FOR THE YEARS 1990-91 AND 1993-94

By
Richard D. Howe
and
Steffanie Leigh Augustine

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1993-94. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 42 selected academic disciplines/major fields including anthropology. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of anthropology in the CIP is as follows:

> An instructional program that describes the systematic study of human beings, their antecedents and related primates, and their cultural behavior and institutions, in comparative perspective. Includes instruction in biological/physical anthropology, primatology, human paleontology and prehistoric archelogy, hominid evolution, anthropological linguistics, ethnography, ethnology, ethnohistory, socio-culthural anthropology, psychological anthropology, research methods, and applications to areas such as medicine, forensic pathology, museum studies, and international affairs.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 143--45.0201).]

This article presents a summary of the overall average salary increases in the discipline/major field of anthropology from the "baseline year" of 1990-91 to and including the "trend year" of 1993-94 for both public and private institutions. Of the 282 institutions which participated in CUPA's PUBLIC study of

1990-91, 221 also participated in 1993-94. Data from those same 221 institutions were used in both the baseline year and the trend year. Of the 494 institutions which participated in CUPA's PRIVATE study of 1990-91, 306 also participated in 1993-94. Data from those same 306 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of anthropology for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1990-91 and 1993-94).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 32.2 for associate professor of anthropology in the 1990-91 public study means that 32.2 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1990-91, PUBLIC 1993-94, PRIVATE 1990-91 and PRIVATE 1993-94. For example, a SALARY FACTOR of .95 for associate professors in the discipline/major field of anthropology in the 1990-91 public study means that their average salary is 5 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1990-91 or 1993-94). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 42 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of anthropology with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1990-91 and the "trend year" of 1993-94 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: SOCIAL SCIENCES AND HISTORY MAJOR FIELD: ANTHROPOLOGY																		
PUBLIC, 1990-91:																		
AVERAGE SALARY:	48943	182	63	38355	125	59	30847	77	46	28424	16	14	23722	4	4	41681	388	82
FAC MIX PCT:	46.9%			32.2%			19.8%			4.1%			1.0%			100.0%		
SALARY FACTOR:	0.99			0.95			0.92			0.91			0.91			1.04%		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	49382	20535		40201	17323		33479	17898		32406	2968		25977	5278		40089	61034	221
FAC MIX PCT:	33.6%			28.4%			29.3%			4.9%			8.6%			100.0%		
DISCIPLINE: SOCIAL SCIENCES AND HISTORY MAJOR FIELD: ANTHROPOLOGY																		
PUBLIC, 1993-94:																		
AVERAGE SALARY:	53752	166	62	41294	112	58	34239	77	47	31693	13	13	25703	5	5	45313	360	86
FAC MIX PCT:	46.1%			31.1%			21.4%			3.6%			1.4%			100.0%		
SALARY FACTOR:	1.00			0.95			0.94			0.91			0.94			1.04		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	53700	20965		43457	17404		36275	17890		34850	2587		27419	4384		43720	60643	221
FAC MIX PCT:	34.6%			28.7%			29.5%			4.3%			7.2%			100.0%		
DISCIPLINE: SOCIAL SCIENCES AND HISTORY MAJOR FIELD: ANTHROPOLOGY																		
PRIVATE, 1990-91:																		
AVERAGE SALARY:	52045	49	25	39912	50	31	31913	43	29	28000	3	3	28775	1	1	41586	143	51
FAC MIX PCT:	34.3%			35.0%			30.1%			2.1%			0.7%			100.0%		
SALARY FACTOR:	1.02			1.02			0.98			0.90			1.10			1.03		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	51194	10278		39238	9563		32704	9984		30965	1513		26246	1868		40291	31693	306
FAC MIX PCT:	32.4%			30.2%			31.5%			4.8%			5.9%			100.0%		
DISCIPLINE: SOCIAL SCIENCES AND HISTORY MAJOR FIELD: ANTHROPOLOGY																		
PRIVATE, 1993-94:																		
AVERAGE SALARY:	56826	92	47	43418	78	44	35510	53	29	30878	9	6	29752	2	2	46916	225	70
FAC MIX PCT:	40.9%			34.7%			23.6%			4.0%			0.9%			100.0%		
SALARY FACTOR:	0.98			0.99			0.98			0.92			1.04			1.03		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	57805	10854		43900	9968		36283	10119		33719	1372		28694	1637		45403	32578	306
FAC MIX PCT:	33.3%			30.6%			31.1%			4.2%			5.0%			100.0%		

RESULTS OF THE TWO PUBLIC STUDIES, 1990-91 AND 1993-94

In the PUBLIC 1990-91 salary study in the above table, the reader may note that the discipline/major field of anthropology was reported in 82 of the 221 public institutions. The average salary of the 388 faculty was $41,681. This average salary was approximately 4.0 percent higher than the average salary of $40,089 for all 61,034 faculty in ALL MAJOR FIELDS in the 1990-91 public study.

In the PUBLIC 1993-94 salary study in the above table, the discipline/major field of anthropology was reported in 86 of the same 221 public institutions. The average salary of the 360 faculty was $45,313. This average salary was approximately 3.6 percent higher than the average salary of $43,720 for all 60,643 faculty in ALL MAJOR FIELDS in the 1993-94 public study.

The increase in average salaries for all faculty in the discipline/major field of anthropology after three years in the public institutions studied was 8.7 percent ($45,313 minus $41,681 equals $3,632). The CPI of increased cost-of-living between October 1990 and October 1993 was 9.1 percent. In comparison with the CPI, there was a relative increase in anthropology average faculty salaries over the three-year period by .4 percent or an average of .13 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 9.10 percent ($43,720 minus $40,089 equals $3,631). In comparison to the discipline/major field of anthropology (8.7%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of .4 percent (9.1% minus 8.7% equals .4%) more than faculty in the discipline/major field of anthropology.

The reader may note that the faculty mix percentage in anthropology is higher at the professor rank than at the assistant professor rank in the 1990-91 study: 46.9 percent vs. 19.8 percent, and in the 1993-94 study it is 46.1 percent vs. 21.4 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 33.6 percent vs. 29.3 percent (1990-91) and 34.6 percent vs. 29.5 percent (1993-94), respectively.

Finally, the hiring rate of new assistant professors in anthropology in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1990-91, 4.1 percent (16/388) vs. 4.9 percent (2,968/61,034), respectively; and lower in 1993-94, 3.6 percent (13/360) vs. 4.3 percent (2,587/60,643), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1990-91 AND 1993-94

In the PRIVATE 1990-91 salary study in the above table, the reader may note that the discipline/major field of anthropology was reported in 51 of the 306 private institutions. The average salary of the 143 faculty was $41,586. This average salary was 3.2 percent higher than the average salary of $40,291 for all 31,693 faculty in ALL MAJOR FIELDS in the 1990-91 private study.

In the PRIVATE 1993-94 salary study in the above table, the discipline/major field of anthropology was reported in 70 of the same 306 private institutions. The average salary of the 225 faculty was $46,916. This average salary was 3.3 percent higher than the average salary of $45,403 for all 32,578 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

The increase in average salaries for all faculty in anthropology after three years in the private institutions studied was 12.8 percent ($46,916 minus $41,586 equals $5,330). The CPI of increased cost-of-living between October 1990 and October 1993 was 9.1 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 3.7 percent or 1.2 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 12.7 percent ($45,403 minus $40,291 equals $5,112). In comparison to the discipline/major field of anthropology (12.8%), therefore, the faculty in ALLL MAJOR FIELDS increased their salaries by .1 percent (12.8 minus 12.7 = .1) less than faculty in anthropology.

In the discipline/major field of anthropology, the reader may note that the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank in both studies: 34.3 percent vs. 30.1 percent (1990-91), respectively; and 40.9 percent vs. 23.6 percent, (1993-94), respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32.4 percent vs. 31.5 percent (1990-91), and 33.3 percent vs. 31.1 percent (1993-94), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in anthropology was lower than the hiring rate in ALL MAJOR FIELDS in the 1990-91 private study: 2.1 percent (3/143) vs. 4.8 percent (1,513/31,693), respectively, and lower in the 1993-94 private study: 4 percent (9/225) vs. 4.2 percent (1,372/32,578), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of anthropology and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1990-91 through the "trend year" of 1993-94. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 1116 (.6%) faculty in the discipline/major field of anthropology participated and were included in the 42 disciplines/major fields in each of the four studies and in the overall total of 185,948 participating faculty. The same 221 public institutions and the same 306 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of anthropology in 1990-91 in the public and private studies were some four percent and three percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of anthropology in 1993-94 in the public and private studies were four and three percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00) respectively.

Second, the CPI of October 1993 increased 9.1 percent from the CPI of October 1990, and indicates that the faculty in anthropology in the public institutions received a relative annual salary increase of .13 percent below the cost-of-living. In the private institutions the annual average salary increase was 1.2 percent above the cost-of-living.

Third, in the discipline/major field of anthropology the professor rank FAC MIX PCTs are higher than those in the assistant professor rank in both the 1990-91 and 1993-94 public studies, and the same is true both in the 1990-91 and 1993-94 private studies. These data show that the discipline/major field of anthropology in both the public and private studies is an established field in academia.

Finally, the hiring rate of new assistant professors in anthropology in the 1990-91 and 1993-94 public and private studies were lower than in ALL MAJOR FIELDS.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of anthropology is being developed, it is anticipated that this current information will be a valuable reference tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina. Coauthor Steffanie Leigh Augustine is a graduate student at Appalachian State University.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC Participating Institutions, page 11

C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
AREA, ETHNIC, AND CULTURAL STUDIES
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES
BUSINESS/MANAGERIAL ECONOMICS
BUSINESS MARKETING AMD MARKETING MANAGEMENT
CHEMISTRY, GENERAL
COMMUNICATIONS
COMMUNICATION TECHNOLOGIES
COMPUTER AND INFORMATION SCIENCES
COUNSELOR EDUCATION COUNSELING AND GUIDANCE SERVICES
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R.N. TRAINING)
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
READING TEACHER EDUCATION
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL: 42

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1990-91 and 1993-94

Institutions Participating in Both Studies:

Alabama A&M University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technical University (AR)
Armstrong State College (GA)
Auburn University of Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University Sacramento (CA)
California State University Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
College of Staten Island of the City University of New York (NY)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
Dickinson State University (ND)
East Central University (OK)
East Stroudsburg University (PA)
East Tennessee State University (TN)
East Texas State University (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern Montana College (MT)
Eastern New Mexico University (NM)
Eastern Oregon State College (OR)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fitchburg State College (MA)
Fort Hays State University (KS)
Fort Lewis College (CO)
Framingham State College (MA)
Francis Marion University (SC)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University of Pennsylvania (PA)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander College (SC)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (NE)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi Valley State University (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana College of Mineral Science and Technology (MT)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)

Participating Institutions (continued):

Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern State University (SD)
Northwest Missouri State University (MO)
Northwestern State University (LA)
Oakland University (MI)
Oklahoma Panhandle State University (OK)
Old dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Prairie View A&M University (TX)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
San Diego State University (CA)
Sangamon State University (IL)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
Southeast Missouri State University (MO)
Southwastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern college of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
St. Claud State University (NM)
State University of New York at Brockport (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
State University of New York College at Oswego (NY)
State University of New York College at
  Plattsburgh (NY)
State University of New York College at Potsdam (NY)
Tarleton State University (TX)
Tennessee Technological University (TN)
Texas A&M University-Corpus Christi TX)
Texas Woman's University (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama in Huntsville (AL)
University of Alaska Southeast (AK)
University of Arkansas at Little Rock (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Guam (GU)
University of Houston-Clear Lake (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maryland Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Memphis (TN)
University of Missouri-St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Pittsburgh at Bradford (PA)
University of Puerto Rico-Cayey (PR)
University of Puerto Rico-Humacao University
  College (PR)
University of Science and Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of Southern Carolina-Aiken (SC)
University of South Florida (The) (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Texas at Dallas (The) (TX)
University of Texas at El Paso (The) (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler (The) (TX)

Participating Institutions (continued):

University of the Virgin Islands (VI)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Univesrity of Wisconsin-Stevens Point (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valley City State University (ND)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Georgia College (GA)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winston-Salem State University (NC)
Wright State University (OH)
Youngstown State University (OH)

Total Institutions = 221

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1990-91 and 1993-94

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allenton College of St. Francis de Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (The) (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Belmont University (TN)
Benedict College (SC)
Benedictine College (KS)
Bentley College (MA)
Bethany College (KS)
Bethany College (WV)
Bethel College (IN)
Bethel College (MN)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Bradley University (OH)
Bridgewater College (VA)
Bryn Mawr College (PA)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Catawba College (NC)
Catholic University of America (DC)
Centenary College of Louisiana (LA)
Central Baptist College (AR)
Central College (IA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Clarke College (IA)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
Coker College (SC)
College of Great Falls (MT)
College of Mount Saint Vincent (NY)
College of Notre Dame (CA)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (NM)
Columbia College (MO
Columbia College (SC)
Concordia College (MN)
Concordia College (NE)
Concordia University Wisconsin (WI)
Cornell College (IA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Dordt College (IA)
Drake University (IA)
Drew University (NJ)
Drexel University (PA)
Drury College (MO)
Duquesne University (PA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmira College (NY)
Emory & Henry College (VA)
Fairfield University (CT)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Freed-Hardeman University (TN)
Friends University (KS)
Furman University (SC)

Participating Institutions (continued):

Garner-Webb University (NC)
George Washington University (DC)
Georgetown University (DC)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Great Lakes Christian College (MI)
Grinnell College (IA)
Guilford College (NC)
Hampton University (VA)
Hartwick College (NY)
Hastings College (NE)
Hebrew College (MA)
Heidelberg College (OH)
Hilbert College (NY)
Hobart and William Smith Colleges (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Carroll University (OH)
Johnson C. Smith University (NC)
Judson College (AL)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College of Pennsylvania (PA)
Lees McRae College (NC)
LeTourneau University (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Loyola College in Maryland (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Manhattan College (NY)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Memphis Theological Seminary (TN)
Mercer University (GA)
Mercy College (NY)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Montreat-Anderson College (NC)
Moravian College (PA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
Niagara University (NY)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College (WA)
Northwestern College (IA)
Norwich Univesrity (VT)
Notre Dame College of Ohio (OH)
Nusson College (ME)
Oakwood College (AL)
Occidental College (CA)
Ohio Northern University (OH)
Ohio Wesleyan University (OH)
Oklahoma Baptist University (OK)
Olivet Nazarene University (IL)
Our Lady of Holy Cross College (LA)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Lutheran University (WA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer College (NC)
Pikeville College (KY)
Pine Manor College (MA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Quinnipiac College (CT)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rensselaer Polytechnic Institute (NY)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)

Participating Institutions (continued):

Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Russell Sage College (NY)
Sacred Heart University (CT)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College (IN)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (IA)
Simpson College (CA)
Sioux Falls College (SD)
Skidmore College (NY)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. John Fisher College (NY)
St. John's University (MN)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stillman College (AL)
Susquehanna University (PA)
Syracuse University (NY)
Tabor College (KS)
Teikyo Westmar University (IA)
Texas Christian University (TX)
Thomas More College (KY)
Tiffin University (OH)
Transylvania University (KY)
Tri-State University (IN)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (The) (OH)
Union University (TN)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Charleston (The) (WV)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of San Francisco (CA)
University of St. Thomas (TX)
University of St. Thomas (MN)
University of the Ozarks (AR)
University of The South (The) (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Washington College (MD)
Webber College (FL)
Wesley College (DE)
Wesleyan College (GA)
Western Baptist College (OR)
Western Maryland College (MD)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College, Inc. (WV)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
Wilmington College (OH)
Wilmington College (DE)
Wingate College (NC)
Wisconsin Lutheran College (WI)
Woodbury University (CA)
York College of Pennsylvania (PA)

Total Institutions: 306

SALARY-TREND STUDY OF FACULTY IN AREA, ETHNIC AND CULTURAL STUDIES FOR THE YEARS 1990-91 and 1993-94

By

Richard D. Howe and Harry Williams

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1993-94. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 42 selected academic disciplines including Area, Ethnic and Cultural Studies. The disciplines were chosen from among those defined by _A Classification of Instructional Programs_ (_CIP_), 1990. The definition of the discipline/major field of Area, Ethnic and Cultural Studies in the _CIP_ is as follows:

> A summary of groups of instructional programs that describe the history, society, politics, culture, and economics of a particular geographic region, or a particular subset of the population sharing common characteristics, traits and customs.*
> [*_A Classification of Instructional Programs_. Washington, D.C.: National Center for Education Statistics, 1990 (p. 60--05.0000).]

This article presents a summary of the overall average salary increases in the discipline/major field of Area, Ethnic and Cultural Studies from the "baseline year" of 1990-91 to and including the "trend year" of 1993-94 for both public and private institutions. Of the 282 institutions which participated in CUPA's PUBLIC study of 1990-91, 221 also participated in 1993-94. Data from those same 221 institutions were used in both the baseline year and the trend year. Of the 460 institutions which participated in CUPA's PRIVATE study of

1990-91, 306 also participated in 1993-94. Data from those same 306 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of Area, Ethnic and Cultural Studies for both public and private participating institutions by rank, including NEW ASST PROF (*new assistant* professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years, 1990-91 and 1993-94.

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 32.5

for associate professor of Area, Ethnic and Cultural Studies in the 1990-91 public study means that 32.5 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1990-91, PUBLIC 1993-94, PRIVATE 1990-91 and PRIVATE 1993-94. For example, a SALARY FACTOR of 1.05 for associate professors in the discipline/major field of Area, Ethnic and Cultural Studies in the 1990-91 public study means that their average salary is 5 percent higher than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1990-91 or 1993-94). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 42 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of Area, Ethnic and Cultural Studies with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1990-91 and the "trend year" of 1993-94 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC, 1990-91: DISCIPLINE: AREA, ETHNIC, AND CULTURAL STUDIES MAJOR FIELD: AREA, ETHNIC, AND CULTURAL STUDIES																		
AVERAGE SALARY:	49689	35	17	42404	38	17	33171	28	12	27704	4	4	29623	16	6	40626	117	26
FAC MIX PCT:	29.9%			32.5%			23.9%			3.4%			13.7%			100.0%		
SALARY FACTOR:	1.01			1.05			0.99			0.85			1.14			1.01		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	49382	20535		40201	17323		33479	17898		32406	2968		25977	5278		40089	61034	221
FAC MIX PCT:	33.6%			28.4%			29.3%			4.9%			8.6%			100.0%		
PUBLIC, 1993-94: DISCIPLINE: AREA, ETHNIC AND CULTURAL STUDIES MAJOR FIELD: AREA, ETHNIC AND CULTURAL STUDIES																		
AVERAGE SALARY:	54121	48	18	42795	44	22	35182	37	19	33575	5	4	26057	1	1	44681	130	31
FAC MIX PCT:	36.9%			33.8%			28.5%			3.8%			0.8%			100.0%		
SALARY FACTOR:	1.01			0.98			0.97			0.96			0.95			1.02		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	53700	20965		43457	17404		36275	17890		34850	2587		27419	4384		43720	60643	221
FAC MIX PCT:	34.6%			28.7%			29.5%			4.3%			7.2%			100.0%		
PRIVATE, 1990-91: DISCIPLINE: AREA, ETHNIC AND CULTURAL STUDIES MAJOR FIELD: AREA, ETHNIC AND CULTURAL STUDIES																		
AVERAGE SALARY:	53554	13	7	45330	14	9	31109	6	5							45984	33	16
FAC MIX PCT:	39.4%			42.4%			18.2%									100.0%		
SALARY FACTOR:	1.05			1.16			0.95									1.14		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	51194	10278		39238	9563		32704	9984		30965	1513		26246	1868		40291	31693	306
FAC MIX PCT:	32.4%			30.2%			31.5%			4.8%			5.9%			100.0%		
PRIVATE, 1993-94: DISCIPLINE: AREA, ETHNIC AND CULTURAL STUDIES MAJOR FIELD: AREA, ETHNIC AND CULTURAL STUDIES																		
AVERAGE SALARY:	57500	21	10	44308	19	14	37381	22	13	38000	2	2	27678	4	3	45189	66	23
FAC MIX PCT:	31.8%			28.8%			33.3%			3.0%			6.1%			100.0%		
SALARY FACTOR:	0.99			1.01			1.03			1.13			0.96			1.00		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	57805	10854		43900	9968		36283	10119		33719	1372		28694	1637		45403	32578	306
FAC MIX PCT:	33.3%			30.6%			31.1%			4.2%			5.0%			100.0%		

RESULTS OF THE TWO PUBLIC STUDIES, 1990-91 and 1993-94

In the PUBLIC 1990-91 salary study in the above table, the reader may note that the discipline/major field of Area, Ethnic and Cultural Studies was reported in 26 of the 221 public institutions. The average salary of the 117 faculty was $40,626. This average salary was approximately 1.3 percent higher than the average salary of $40,089 for all 61,034 faculty in ALL MAJOR FIELDS in the 1990-91 public study.

In the PUBLIC 1993-94 salary study in the above table, the discipline/major field of Area, Ethnic and Cultural Studies was reported in 31 of the same 221 public institutions. The average salary of the 130 faculty was $44,681. This average salary was approximately 2.2 percent higher than the average salary of $43,720 for all 60,643 faculty in ALL MAJOR FIELDS in the 1993-94 public study.

The increase in average salaries for all faculty in the discipline/major field of Area, Ethnic and Cultural Studies after three years in the public institutions studied was 10.0 percent ($44,681 minus $40,626 equals $4,055). The CPI of increased cost-of-living between October 1990 and October 1993 was 9.1 percent. In comparison with the CPI, there was a relative increase in Area, Ethnic and Cultural Studies average faculty salaries over the three-year period by .9 percent or an average of .3 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 9.1 percent ($43,720 minus $40,089 equals $3,631). In comparison to the discipline/major field of Area, Ethnic and Cultural Studies (10.0%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of .9 percent (10.0% minus 9.1% equals .9%) less than faculty in the discipline/major field of Area, Ethnic and Cultural Studies.

The reader may note that the faculty mix percentage in Area, Ethnic and Cultural Studies is higher at the professor rank than at the assistant professor rank in the 1990-91 study: 29.9 percent vs. 23.9 percent, and in the 1993-94 study the faculty mix percentage is higher at the professor rank than at the assistant professor rank: 36.9 percent vs. 28.5 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 33.6 percent vs. 29.3 (1990-91) and 34.6 percent vs. 29.5 (1993-94), respectively.

Finally, the hiring rate of new assistant professors in Area, Ethnic and Cultural Studies in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1990-91, 3.04 percent (4/117) vs. 4.9 percent (2,968/61,034), respectively; and lower in 1993-94, 3.8 percent (5/130) vs. 4.3 percent (2,587/-60,643), respectively.

- RESULTS OF THE TWO PRIVATE STUDIES, 1990-91 and 1993-94

In the PRIVATE 1990-91 salary study in the above table, the reader may note that the discipline/major field of Area, Ethnic and Cultural Studies was reported in 16 of the 306 private institutions. The average salary of the 33 faculty was $45,984. This average salary was 14.1 percent higher than the average salary of $40,291 for all 31,693 faculty in ALL MAJOR FIELDS in the 1990-91 private study.

In the PRIVATE 1993-94 salary study in the above table, the discipline/-major field of Area, Ethnic and Cultural Studies was reported in 23 of the same 306 private institutions. The average salary of the 66 faculty was $45,189. This average salary was .5 percent lower than the average salary of $45,403 for all 32,578 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

There was a decrease of 1.8 percent ($45,984 minus $45,189 equals $795) in average salaries for all faculty in Area, Ethnic and Cultural Studies after three years in the private institutions studied. The CPI of increased cost-of-living between October 1990 and October 1993 was 9.1 percent. A more realistic decrease, therefore, in the average faculty salaries over the three-year time period, is 10.9 percent or 3.6 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 12.7 percent ($45,403 minus $40,291 equals $5,112). In comparison to the discipline/major field of Area, Ethnic and Cultural Studies (1.8%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 14.5 percent (12.7% plus 1.8% decrease equals 14.5%) more than faculty in Area, Ethnic and Cultural Studies.

In the discipline/major field of Area, Ethnic and Cultural Studies, the reader may note that the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank in 1990-91: 39.4 percent vs. 18.2 percent; and lower in 1993-94: 31.8 percent vs. 33.3 percent. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32.4 percent vs. 31.5 percent (1990-91), and 33.3 percent vs. 31.1 percent (1993-94), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in Area, Ethnic and Cultural Studies was lower than the hiring rate in ALL MAJOR FIELDS in the 1990-91 private study: 0 percent (0/33) vs. 4.8 percent (1,513/31,693), respectively, and lower in the 1993-94 private study: .03 percent (2/66) vs. 4.2 percent (1,372/32,578), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of Area, Ethnic and Cultural Studies and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1990-91 through the "trend year" of 1993-94. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 346 (.2%) faculty in the discipline/major field of Area, Ethnic and Cultural Studies participated and were included in the 42 disciplines/major fields in each of the four studies and in the overall total of 185,948 participating faculty. The same 221 public instituitons and the same 306 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of Area, Ethnic and Cultural Studies in 1990-91 in the public and private studies were 1.3 percent above and 14.1 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary for all ranks in Area, Ethnic and Cultural Studies in 1993-94 in the public and private studies were 2.2 percent above and .5 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1993 increased 9.1 percent from the CPI of October 1990, and indicates that the faculty in Area, Ethnic and Cultural Studies in the public institutions received an average annual salary increase of .3 percent above the cost-of-living. In the private institutions the annual average salary increase was 3.6 percent below the cost-of-living.

Third, in the discipline/major field of Area, Ethnic and Cultural Studies the professor rank FAC MIX PCTs are higher than the assistant professor rank in both the 1990-91 and 1993-94 public studies.

Finally, the hiring rate of new assistant professors in Area, Ethnic and Cultural Studies is lower than in ALL MAJOR FIELDS in all four studies.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of Area, Ethnic and Cultural Studies is being developed, it is anticipated that this current information will be a valuable reference tool for interested aministrators and professors.

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APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC Participating Institutions, page 11

C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
AREA, ETHNIC, AND CULTURAL STUDIES
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES
BUSINESS/MANAGERIAL ECONOMICS
BUSINESS MARKETING AND MARKETING MANAGEMENT
CHEMISTRY, GENERAL
COMMUNICATIONS
COMMUNICATION TECHNOLOGIES
COMPUTER AND INFORMATION SCIENCES
COUNSELOR EDUCATION COUNSELING AND GUIDANCE SERVICES
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R.N. TRAINING)
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
READING TEACHER EDUCATION
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL: 42

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1990-91 and 1993-94

Institutions Participating in Both Studies:

Alabama A&M University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technical University (AR)
Armstrong State College (GA)
Auburn University of Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University Sacramento (CA)
California State University Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
College of Staten Island of the City University of New York (NY)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
Dickinson State University (ND)
East Central University (OK)
East Stroudsburg University (PA)
East Tennessee State University (TN)
East Texas State University (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern Montana College (MT)
Eastern New Mexico University (NM)
Eastern Oregon State College (OR)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fitchburg State College (MA)
Fort Hays State University (KS)
Fort Lewis College (CO)
Framingham State College (MA)
Francis Marion University (SC)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University of Pennsylvania (PA)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander College (SC)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (NE)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi Valley State University (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana College of Mineral Science and Technology (MT)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)

Participating Institutions (continued):

Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern State University (SD)
Northwest Missouri State University (MO)
Northwestern State University (LA)
Oakland University (MI)
Oklahoma Panhandle State University (OK)
Old dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Prairie View A&M University (TX)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
San Diego State University (CA)
Sangamon State University (IL)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
Southeast Missouri State University (MO)
Southwastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern college of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
St. Claud State University (NM)
State University of New York at Brockport (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
State University of New York College at Oswego (NY)
State University of New York College at Plattsburgh (NY)
State University of New York College at Potsdam (NY)
Tarleton State University (TX)
Tennessee Technological University (TN)
Texas A&M University-Corpus Christi TX)
Texas Woman's University (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama in Huntsville (AL)
University of Alaska Southeast (AK)
University of Arkansas at Little Rock (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Guam (GU)
University of Houston-Clear Lake (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maryland Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Memphis (TN)
University of Missouri-St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Pittsburgh at Bradford (PA)
University of Puerto Rico-Cayey (PR)
University of Puerto Rico-Humacao University College (PR)
University of Science and Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of Southern Carolina-Aiken (SC)
University of South Florida (The). (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Texas at Dallas (The) (TX)
University of Texas at El Paso (The) (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler (The) (TX)

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Participating Institutions (continued):

University of the Virgin Islands (VI)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Univesrity of Wisconsin-Stevens Point (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valley City State University (ND)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Georgia College (GA)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winston-Salem State University (NC)
Wright State University (OH)
Youngstown State University (OH)

Total Institutions = 221

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1990-91 and 1993-94

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allenton College of St. Francis de Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (The) (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Belmont University (TN)
Benedict College (SC)
Benedictine College (KS)
Bentley College (MA)
Bethany College (KS)
Bethany College (WV)
Bethel College (IN)
Bethel College (MN)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Bradley University (OH)
Bridgewater College (VA)
Bryn Mawr College (PA)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Catawba College (NC)
Catholic University of America (DC)
Centenary College of Louisiana (LA)
Central Baptist College (AR)
Central College (IA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Clarke College (IA)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
Coker College (SC)
College of Great Falls (MT)
College of Mount Saint Vincent (NY)
College of Notre Dame (CA)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (NM)
Columbia College (MO
Columbia College (SC)
Concordia College (MN)
Concordia College (NE)
Concordia University Wisconsin (WI)
Cornell College (IA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Dordt College (IA)
Drake University (IA)
Drew University (NJ)
Drexel University (PA)
Drury College (MO)
Duquesne University (PA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmira College (NY)
Emory & Henry College (VA)
Fairfield University (CT)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Freed-Hardeman University (TN)
Friends University (KS)
Furman University (SC)

Participating Institutions (continued):

Gardner-Webb University (NC)
George Washington University (DC)
Georgetown University (DC)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Great Lakes Christian College (MI)
Grinnell College (IA)
Guilford College (NC)
Hampton University (VA)
Hartwick College (NY)
Hastings College (NE)
Hebrew College (MA)
Heidelberg College (OH)
Hilbert College (NY)
Hobart and William Smith Colleges (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Carroll University (OH)
Johnson C. Smith University (NC)
Judson College (AL)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College of Pennsylvania (PA)
Lees McRae College (NC)
LeTourneau University (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Loyola College in Maryland (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Manhattan College (NY)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Memphis Theological Seminary (TN)
Mercer University (GA)
Mercy College (NY)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Montreat-Anderson College (NC)
Moravian College (PA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
Niagara University (NY)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College (WA)
Northwestern College (IA)
Norwich Univesrity (VT)
Notre Dame College of Ohio (OH)
Husson College (ME)
Oakwood College (AL)
Occidental College (CA)
Ohio Northern University (OH)
Ohio Wesleyan University (OH)
Oklahoma Baptist University (OK)
Olivet Nazarene University (IL)
Our Lady of Holy Cross College (LA)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Lutheran University (WA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer College (NC)
Pikeville College (KY)
Pine Manor College (MA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Quinnipiac College (CT)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rensselaer Polytechnic Institute (NY)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)

Participating Institutions (continued):

Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Russell Sage College (NY)
Sacred Heart University (CT)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College (IN)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (IA)
Simpson College (CA)
Sioux Falls College (SD)
Skidmore College (NY)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. John Fisher College (NY)
St. John's University (MN)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stillman College (AL)
Susquehanna University (PA)
Syracuse University (NY)
Tabor College (KS)
Teikyo Westmar University (IA)
Texas Christian University (TX)
Thomas More College (KY)
Tiffin University (OH)
Transylvania University (KY)
Tri-State University (IN)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (The) (OH)
Union University (TN)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Charleston (The) (WV)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of San Francisco (CA)
University of St. Thomas (TX)
University of St. Thomas (MN)
University of the Ozarks (AR)
University of The South (The) (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Washington College (MD)
Webber College (FL)
Wesley College (DE)
Wesleyan College (GA)
Western Baptist College (OR)
Western Maryland College (MD)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College, Inc. (WV)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
Wilmington College (OH)
Wilmington College (DE)
Wingate College (NC)
Wisconsin Lutheran College (WI)
Woodbury University (CA)
York College of Pennsylvania (PA)

Total Institutions: 306

SALARY-TREND STUDY OF FACULTY IN BIOLOGICAL SCIENCES/LIFE SCIENCES FOR THE YEARS 1990-91 AND 1993-94

By
Richard D. Howe
and
Candice Anita Troke

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1993-94. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 42 selected academic disciplines including biological sciences-/life sciences. The disciplines were chosen from among those defined by *A Classification of Instructional Programs* (*CIP*), 1990. The definition of the discipline/major field of biological sciences/life sciences in the *CIP* is as follows:

> A summary of groups of instructional programs that describe the scientific study of living organisms and their systems.*
>
> [**A Classification of Instructional Programs* (Washington, D.C.: National Center for Education Statistics, [1990], p. 114-26.).]

This article presents a summary of the overall average salary increases in the discipline/major field of biological sciences/life sciences from the "baseline year" of 1990-91 to and including the "trend year" of 1993-94 for both public and private institutions. Of the 282 institutions which participated in CUPA's PUBLIC study of 1990-91, 221 also participated in 1993-94. Data from

those same 221 institutions were used in both the baseline year and the trend year. Of the 494 institutions which participated in CUPA's PRIVATE study of 1990-91, 306 also participated in 1993-94. Data from those same 306 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of biological sciences/life sciences for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1990-91 and 1993-94).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 25.8 or associate professor of biological sciences/life sciences in the 1990-91 public study means that 25.8 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1990-91, PUBLIC 1993-94, PRIVATE 1990-91 and PRIVATE 1993-94. For example, a SALARY FACTOR of .97 for associate professors in the discipline/major field of biological sciences/life sciences in the 1990-91 public study means that their average salary is three percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1990-91 or 1993-94). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 42 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of biological sciences/life sciences with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1990-91 and the "trend year" of 1993-94 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: BIOLOGICAL SCIENCES/LIFE SCIENCES																		
PUBLIC, 1990-91: MAJOR FIELD: BIOLOGICAL SCIENCES/LIFE SCIENCES																		
AVERAGE SALARY:	48107	1381	208	39144	731	193	31838	612	174	30360	109	81	24466	108	53	41376	2832	213
FAC MIX PCT:	48.8%			25.8%			21.6%			3.8%			3.8%			100.0%		
SALARY FACTOR:	0.97			0.97			0.95			0.94			0.94			1.03%		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	49382	20535		40201	17323		33479	17898		32406	2968		25977	5278		40089	61034	221
FAC MIX PCT:	33.6%			28.4%			29.3%			4.9%			8.6%			100.0%		
DISCIPLINE: BIOLOGICAL SCIENCES/LIFE SCIENCES																		
PUBLIC, 1993-94: MAJOR FIELD: BIOLOGICAL SCIENCES/LIFE SCIENCES																		
AVERAGE SALARY:	52248	1360	209	41715	754	195	34375	684	188	33594	132	88	26298	124	65	44245	2922	216
FAC MIX PCT:	46.5%			25.8%			23.4%			4.5%			4.2%			100.0%		
SALARY FACTOR:	0.97			0.96			0.95			0.96			0.96			1.01		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	53700	20965		43457	17404		36275	17890		34850	2587		27419	4384		43720	60643	221
FAC MIX PCT:	34.6%			28.7%			29.5%			4.3%			7.2%			100.0%		
DISCIPLINE: BIOLOGICAL SCIENCES/LIFE SCIENCES																		
PRIVATE, 1990-91: MAJOR FIELD: BIOLOGICAL SCIENCES/LIFE SCIENCES																		
AVERAGE SALARY:	47199	620	222	36433	438	209	30459	310	175	28463	61	52	23792	42	34	39477	1410	278
FAC MIX PCT:	44.0%			31.1%			22.0%			4.3%			3.0%			100.0%		
SALARY FACTOR:	0.92			0.93			0.93			0.92			0.91			0.98		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	51194	10278		39238	9563		32704	9984		30965	1513		26246	1868		40291	31693	306
FAC MIX PCT:	32.4%			30.2%			31.5%			4.8%			5.9%			100.0%		
DISCIPLINE: BIOLOGICAL SCIENCES/LIFE SCIENCES																		
PRIVATE, 1993-94: MAJOR FIELD: BIOLOGICAL SCIENCES/LIFE SCIENCES																		
AVERAGE SALARY:	53633	661	229	40736	450	213	34327	366	190	31929	69	58	26240	43	38	44391	1520	280
FAC MIX PCT:	43.5%			29.6%			24.1%			4.5%			2.8%			100.0%		
SALARY FACTOR:	0.93			0.93			0.95			0.95			0.91			0.98		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	57805	10854		43900	9968		36283	10119		33719	1372		28694	1637		45403	32578	306
FAC MIX PCT:	33.3%			30.6%			31.1%			4.2%			5.0%			100.0%		

RESULTS OF THE TWO PUBLIC STUDIES, 1990-91 AND 1993-94

In the PUBLIC 1990-91 salary study in the above table, the reader may note that the discipline/major field of biological sciences/life sciences was reported in 213 of the 221 public institutions. The average salary of the 2,832 faculty was $41,376. This average salary was approximately 3.2 percent higher than the average salary of $40,089 for all 61,034 faculty in ALL MAJOR FIELDS in the 1990-91 public study.

In the PUBLIC 1993-94 salary study in the above table, the discipline/major field of biological sciences/life sciences was reported in 216 of the same 221 public institutions. The average salary of the 2,922 faculty was $44,245. This average salary was approximately 1.2 percent higher than the average salary of $43,720 for all 60,643 faculty in ALL MAJOR FIELDS in the 1993-94 public study.

The increase in average salaries for all faculty in the discipline/major field of biological sciences/life sciences after three years in the public institutions studied was 6.9 percent ($44,245 minus $41,376 equals $2,869). The CPI of increased cost-of-living between October 1990 and October 1993 was 9.1 percent. In comparison with the CPI, there was a relative increase in biological sciences/life sciences average faculty salaries over the three-year period by 2.2 percent or an average of .73 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 9.1 percent ($43,720 minus $40,089 equals $3,631). In comparison to the discipline/major field of biological sciences/life sciences (6.9%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 2.2 percent (9.1% minus 6.9% equals 2.2%) more than faculty in the discipline/major field of biological sciences/life sciences.

The reader may note that the faculty mix percentage in biological sciences/-life sciences is higher at the professor rank than at the assistant professor rank in the 1990-91 study: 48.8 percent vs. 21.6 percent, and in the 1993-94 study it is 46.5 percent vs. 23.4 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 33.6 percent vs. 29.3 percent (1990-91) and 34.6 percent vs. 29.5 percent (1993-94), respectively.

Finally, the hiring rate of new assistant professors in biological sciences/life sciences in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1990-91, 3.8 percent (109/2,832) vs. 4.9 percent (2,968/-61,034), respectively; and higher in 1993-94, 4.5 percent (132/2,922) vs. 4.3 percent (2,587/60,643), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1990-91 AND 1993-94

In the PRIVATE 1990-91 salary study in the above table, the reader may note that the discipline/major field of biological sciences/life sciences was reported in 278 of the 306 private institutions. The average salary of the 1,410 faculty was $39,477. This average salary was 2.1 percent lower than the average salary of $40,291 for all 31,693 faculty in ALL MAJOR FIELDS in the 1990-91 private study.

In the PRIVATE 1993-94 salary study in the above table, the discipline/-major field of biological sciences/life sciences was reported in 280 of the same 306 private institutions. The average salary of the 1,520 faculty was $44,391. This average salary was 2.3 percent lower than the average salary of $45,403 for all 32,578 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

The increase in average salaries for all faculty in biological sciences/-life sciences after three years in the private institutions studied was 12.4 percent ($44,391 minus $39,477 equals $4,914). The CPI of increased cost-of-living between October 1990 and October 1993 was 9.1 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time

period, is 3.3 percent or 1.1 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 12.7 percent ($45,403 minus $40,291 equals $5,112). In comparison to the discipline/major field of biological sciences/life sciences (12.4%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by .3 percent (12.7% minus 12.4% equals .3%) more than faculty in biological sciences/life sciences.

In the discipline/major field of biological sciences/life sciences, the reader may note that the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank in both studies: 44 percent vs. 22 percent (1990-91), respectively; and 43.5 percent vs. 24.1 percent, (1993-94), respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32.4 percent vs. 31.5 percent (1990-91), and 33.3 percent vs. 31.1 percent (1993-94), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in biological sciences/life sciences was lower than the hiring rate in ALL MAJOR FIELDS in the 1990-91 private study: 4.3 percent (61/1,410) vs. 4.8 percent (1,513/31,693), respectively, and higher in the 1993-94 private study: 4.5 percent (69/1,520) vs. 4.2 percent (1,372/32,578), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of biological sciences/life sciences and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1990-91 through the "trend year" of 1993-94. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 8,684 (4.7%) faculty in the discipline/major field of biological sciences/life sciences participated and were included in the 42 disciplines/major fields in each of the four studies and in the overall total of 185,948 participating faculty. The same 221 public institutions and the same 306 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of biological sciences/life sciences in 1990-91 in the public and private studies were some three percent above and two percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in biological sciences/life sciences in 1993-94 in the public and private studies were one percent above and two percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1993 increased 9.1 percent from the CPI of October 1990, and indicates that the faculty in biological sciences/life sciences in the public institutions received an average annual salary increase of 3.0 percent below the cost-of-living. In the private institutions the annual average salary increase was 3.3 percent above the cost-of-living.

Third, in the discipline/major field of biological sciences/life sciences the professor rank FAC MIX PCTs are significantly higher than those in the assistant professor rank in both the 1990-91 and 1993-94 public and private studies. These data show that biological sciences/life sciences is an established discipline in academia.

Finally, the hiring rate of new assistant professors in biological sciences/life sciences in the public studies was lower in both the 1990-91 and 1993-94 studies than in ALL MAJOR FIELDS.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of biological sciences/life sciences is being developed, it is anticipated that this current information will be a valuable reference tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina. Co-author Candice Anita Troke is a graduate student at Appalachian State University.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC Participating Institutions, page 11

C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL

ANTHROPOLOGY

AREA, ETHNIC, AND CULTURAL STUDIES

BIOLOGICAL SCIENCES/LIFE SCIENCES

BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL

BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES

BUSINESS/MANAGERIAL ECONOMICS

BUSINESS MARKETING AMD MARKETING MANAGEMENT

CHEMISTRY, GENERAL

COMMUNICATIONS

COMMUNICATION TECHNOLOGIES

COMPUTER AND INFORMATION SCIENCES

COUNSELOR EDUCATION COUNSELING AND GUIDANCE SERVICES

DRAMA/THEATER ARTS, GENERAL

ECONOMICS, GENERAL

EDUCATION

ENGINEERING

ENGINEERING-RELATED TECHNOLOGIES

ENGLISH LANGUAGE AND LITERATURE/LETTERS

FOREIGN LANGUAGES AND LITERATURES

GEOGRAPHY

GEOLOGY

HISTORY, GENERAL

HOME ECONOMICS

LIBRARY SCIENCE

MATHEMATICS

MULTI/INTERDISCIPLINARY STUDIES

MUSIC, GENERAL

NURSING (R.N. TRAINING)

PHILOSOPHY AND RELIGION

PHYSICAL SCIENCES

PHYSICS, GENERAL

POLITICAL SCIENCE, GENERAL

PROTECTIVE SERVICES

PSYCHOLOGY

READING TEACHER EDUCATION

SOCIOLOGY

SPECIAL EDUCATION, GENERAL

SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY

TEACHER EDUCATION

VISUAL AND PERFORMING ARTS

TOTAL: 42

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1990-91 and 1993-94

Institutions Participating in Both Studies:

Alabama A&M University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technical University (AR)
Armstrong State College (GA)
Auburn University of Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University Sacramento (CA)
California State University Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
College of Staten Island of the City University of New York (NY)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
Dickinson State University (ND)
East Central University (OK)
East Stroudsburg University (PA)
East Tennessee State University (TN)
East Texas State University (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern Montana College (MT)
Eastern New Mexico University (NM)
Eastern Oregon State College (OR)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fitchburg State College (MA)
Fort Hays State University (KS)
Fort Lewis College (CO)
Framingham State College (MA)
Francis Marion University (SC)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University of Pennsylvania (PA)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander College (SC)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (NE)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi Valley State University (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana College of Mineral Science and Technology (MT)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)

Participating Institutions (continued):

Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern State University (SD)
Northwest Missouri State University (MO)
Northwestern State University (LA)
Oakland University (MI)
Oklahoma Panhandle State University (OK)
Old dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Prairie View A&M University (TX)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
San Diego State University (CA)
Sangamon State University (IL)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
Southeast Missouri State University (MO)
Southwastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern college of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
St. Claud State University (NM)
State University of New York at Brockport (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
State University of New York College at Oswego (NY)
State University of New York College at Plattsburgh (NY)
State University of New York College at Potsdam (NY)
Tarleton State University (TX)
Tennessee Technological University (TN)
Texas A&M University-Corpus Christi TX)
Texas Woman's University (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama in Huntsville (AL)
University of Alaska Southeast (AK)
University of Arkansas at Little Rock (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Guam (GU)
University of Houston-Clear Lake (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maryland Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Memphis (TN)
University of Missouri-St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Pittsburgh at Bradford (PA)
University of Puerto Rico-Cayey (PR)
University of Puerto Rico-Humacao University College (PR)
University of Science and Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of Southern Carolina-Aiken (SC)
University of South Florida (The) (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Texas at Dallas (The) (TX)
University of Texas at El Paso (The) (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler (The) (TX)

Participating Institutions (continued):

University of the Virgin Islands (VI)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Univesrity of Wisconsin-Stevens Point (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valley City State University (ND)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Georgia College (GA)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winston-Salem State University (NC)
Wright State University (OH)
Youngstown State University (OH)

Total Institutions = 221

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1990-91 and 1993-94

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allenton College of St. Francis de Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (The) (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Belmont University (TN)
Benedict College (SC)
Benedictine College (KS)
Bentley College (MA)
Bethany College (KS)
Bethany College (WV)
Bethel College (IN)
Bethel College (MN)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Bradley University (OH)
Bridgewater College (VA)
Bryn Mawr College (PA)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Catawba College (NC)
Catholic University of America (DC)
Centenary College of Louisiana (LA)
Central Baptist College (AR)
Central College (IA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Clarke College (IA)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
Coker College (SC)
College of Great Falls (MT)
College of Mount Saint Vincent (NY)
College of Notre Dame (CA)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (NM)
Columbia College (MO
Columbia College (SC)
Concordia College (MN)
Concordia College (NE)
Concordia University Wisconsin (WI)
Cornell College (IA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Dordt College (IA)
Drake University (IA)
Drew University (NJ)
Drexel University (PA)
Drury College (MO)
Duquesne University (PA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmira College (NY)
Emory & Henry College (VA)
Fairfield University (CT)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Freed-Hardeman University (TN)
Friends University (KS)
Furman University (SC)

Gordon College (MA)
Goshen College (IN)
Great Lakes Bible College (MI)
Grinnell College (IA)
Guilford College (NC)
Hampton University (VA)
Hartwick College (NY)
Hastings College (NE)
Heidelberg College (OH)
Hilbert College (NY)
Hobart and William Smith College (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Carroll University (OH)
Johnson C. Smith University (NC)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Le Tourneau College (TX)
Lebanon Valley College (PA)
Lees-McRae College (NC)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Malone College (OH)
Manhattan College (NY)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Memphis Theological Seminary (TN)
Mercer University (GA)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Montreat-Anderson College (NC)
Moravian College (PA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
Niagara University (NY)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College (WA)
Northwestern College (IA)
Norwich University (VT)
Notre Dame College (OH)
Oakwood College (AL)
Occidental College (CA)
Oglethorpe University (GA)
Ohio Northern University (OH)
Ohio Wesleyan College (OH)
Olivet Nazarene College (IL)
Our Lady of Holy Cross College (LA)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Luthern University (WA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pikeville College (KY)
Pine Manor College (MA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Quinnipiac College (CT)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)
Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Russell Sage College (NY)
Sacred Heart University (CT)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
Saint Francis College (PA)
St. John Fisher College (NY)
Saint Joseph's University (PA)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College (IN)
Saint Mary's College of California (CA)
St. Mary's University of San Antonio (TX)

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Participating Institutions (continued):

Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Russell Sage College (NY)
Sacred Heart University (CT)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College (IN)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (IA)
Simpson College (CA)
Sioux Falls College (SD)
Skidmore College (NY)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. John Fisher College (NY)
St. John's University (MN)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stillman College (AL)
Susquehanna University (PA)
Syracuse University (NY)
Tabor College (KS)
Teikyo Westmar University (IA)
Texas Christian University (TX)
Thomas More College (KY)
Tiffin University (OH)
Transylvania University (KY)
Tri-State University (IN)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (The) (OH)
Union University (TN)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Charleston (The) (WV)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of San Francisco (CA)
University of St. Thomas (TX)
University of St. Thomas (MN)
University of the Ozarks (AR)
University of The South (The) (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Washington College (MD)
Webber College (FL)
Wesley College (DE)
Wesleyan College (GA)
Western Baptist College (OR)
Western Maryland College (MD)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College, Inc. (WV)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
Wilmington College (OH)
Wilmington College (DE)
Wingate College (NC)
Wisconsin Lutheran College (WI)
Woodbury University (CA)
York College of Pennsylvania (PA)

Total Institutions: 306

SALARY-TREND STUDY OF FACULTY IN BUSINESS ADMINISTRATION & MANAGEMENT FOR THE YEARS 1990-91 AND 1993-94

By
Richard D. Howe
and
Jeremy B. Fox

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1993-94. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 42 selected academic disciplines including business administration and management. The disciplines were chosen from among those defined by _A Classification of Instructional Programs_ (_CIP_), 1990. The definition of the discipline/major field of business administration and management in the _CIP_ is as follows:

> An instructional program that generally prepares individuals to plan, organize, direct, and control the functions and processes of a firm or organization. Includes instruction in management theory, human resources management and behavior, accounting and other quantitative methods, purchasing and logistics, organization and production, marketing,and business decision making.*
>
> [*_A Classification of Instructional Programs_ (Washington, D.C.: National Center for Education Statistics, [1990], p. 188--52.0201).]

This article presents a summary of the overall average salary increases in the discipline/major field of business administration and management from the "baseline year" of 1990-91 to and including the "trend year" of 1993-94 for both public and private institutions. Of the 282 institutions which participated in CUPA's PUBLIC study of 1990-91, 221 also participated in 1993-94. Data from those same 221 institutions were used in both the baseline year and the trend year. Of the 494 institutions which participated in CUPA's PRIVATE study of 1990-91, 306 also participated in 1993-94. Data from those same 306 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of business administration and management for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1990-91 and 1993-94).

The CPI currently uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" variable means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" variable means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 31.4 for associate professor of business administration and management in the 1990-91 public study means that 31.4 percent of the faculty in that discipline/-major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1990-91, PUBLIC 1993-94, PRIVATE 1990-91 and PRIVATE 1993-94. For example, a SALARY FACTOR of 1.15 for associate professors in business administration and management in the 1990-91 public study means that their average salary is 15 percent higher than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1990-91 or 1993-94). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 42 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of business administration and management with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1990-91 and the "trend year" of 1993-94 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES
MAJOR FIELD: BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL

PUBLIC 1990-91:

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	54760	563	136	46140	675	145	40699	687	148	43506	127	71	27762	228	86	44712	2153	159
FAC MIX PCT:	26.1%			31.4%			31.9%			5.9%			10.6%			100.0%		
SALARY FACTOR:	1.11			1.15			1.22			1.34			1.07			1.12%		

ALL MAJOR FIELDS

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
AVERAGE SALARY:	49382	20535		40201	17323		33479	17898		32406	2968		25977	5278		40089	61034	221
FAC MIX PCT:	33.6%			28.4%			29.3%			4.9%			8.6%			100.0%		

DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES
MAJOR FIELD: BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL

PUBLIC, 1993-94:

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
AVERAGE SALARY:	60113	626	140	50912	681	149	46649	645	141	46181	82	54	32109	127	65	51211	2079	159
FAC MIX PCT:	30.1%			32.8%			31.0%			3.9%			6.1%			100.0%		
SALARY FACTOR:	1.12			1.17			1.29			1.33			1.17			1.17		

ALL MAJOR FIELDS

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
AVERAGE SALARY:	53700	20965		43457	17404		36275	17890		34850	2587		27419	4384		43720	60643	221
FAC MIX PCT:	34.6%			28.7%			29.5%			4.3%			7.2%			100.0%		

- -

DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES
MAJOR FIELD: BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL

PRIVATE, 1990-91:

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
AVERAGE SALARY:	64252	395	122	46014	499	143	39608	566	161	40471	80	52	29817	83	50	47462	1543	194
FAC MIX PCT:	25.6%			32.3%			36.7%			5.2%			5.4%			100.0%		
SALARY FACTOR:	1.26			1.17			1.21			1.31			1.14			1.18		

ALL MAJOR FIELDS

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
AVERAGE SALARY:	51194	10278		39238	9563		32704	9984		30965	1513		26246	1868		40291	31693	306
FAC MIX PCT:	32.4%			30.2%			31.5%			4.8%			5.9%			100.0%		

DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES
MAJOR FIELD: BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL

PRIVATE, 1993-94:

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
AVERAGE SALARY:	73506	539	142	52464	610	171	44032	611	189	43291	60	44	34208	57	39	55298	1817	228
FAC MIX PCT:	29.7%			33.6%			33.6%			3.3%			3.1%			100.0%		
SALARY FACTOR:	1.27			1.20			1.21			1.28%			1.19			1.22		

ALL MAJOR FIELDS

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
AVERAGE SALARY:	57805	10854		43900	9968		36283	10119		33719	1372		28694	1637		45403	32578	306
FAC MIX PCT:	33.3%			30.6%			31.1%			4.2%			5.0%			100.0%		

RESULTS OF THE TWO PUBLIC STUDIES, 1990-91 AND 1993-94

In the PUBLIC 1990-91 salary study in the above table, the reader may note that the discipline/major field of business administration and management was reported in 159 of the 221 public institutions. The average salary of the 2,153 faculty was $44,712. This average salary was approximately 11.5 percent higher than the average salary of $40,089 for all 61,034 faculty in ALL MAJOR FIELDS in the 1990-91 public study.

In the PUBLIC 1993-94 salary study in the above table, the discipline/major field of business administration and management was reported in 159 of the same 221 public institutions. The average salary of the 2,079 faculty was $51,211. This average salary was approximately 17.1 percent higher than the average salary of $43,720 for all 60,643 faculty in ALL MAJOR FIELDS in the 1993-94 public study.

The increase in average salaries for all faculty in the discipline/major field of business administration and management after three years in the public institutions studied was 14.5 percent ($51,211 minus $44,712 equals $6,499). The CPI of increased cost-of-living between October 1990 and October 1993 was 9.1 percent. In comparison with the CPI, there was a relative increase in business administration and management average faculty salaries over the three-year period of 5.4 percent or an average of 1.8 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 9.1 percent ($43,720 minus $40,089 equals $3,631). In comparison to the discipline/major field of business administration and management (14.5%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 5.4 percent (14.5% minus 9.1% equals 5.4%) less than faculty in the discipline/major field of business administration and management.

The reader may note that the faculty mix percentage in business administration and management is lower at the professor rank than at the assistant professor rank in the 1990-91 study: 26.1 percent vs. 31.9 percent, and in the 1993--94 study it is 30.1 percent vs. 31.0 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 33.6 percent vs. 29.3 percent (1990-91) and 34.6 percent vs. 29.5 percent (1993-94), respectively.

Finally, the hiring rate of new assistant professors in business administration and management in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1990-91, 5.9 percent (127/2,153) vs. 4.9 percent (2,968/-61,034), respectively; and lower in 1993-94, 3.9 percent (82/2,079) vs. 4.3 percent (2,587/60,643), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1990-91 AND 1993-94

In the PRIVATE 1990-91 salary study in the above table, the reader may note that the discipline/major field of business administration and management was reported in 194 of the 306 private institutions. The average salary of the 1,543 faculty was $47,462. This average salary was 17.8 percent higher than the average salary of $40,291 for all 31,693 faculty in ALL MAJOR FIELDS in the 1990-91 private study.

In the PRIVATE 1993-94 salary study in the above table, the discipline/-major field of business administration and management was reported in 228 of the same 306 private institutions. The average salary of the 1,817 faculty was $55,298. This average salary was 21.8 percent higher than the average salary of $45,403 for all 32,578 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

The increase in average salaries for all faculty in business administration and management after three years in the private institutions studied was 16.5

percent ($55,298 minus $47,462 equals $7,836). The CPI of increased cost-of-living between October 1990 and October 1993 was 9.1 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 7.4 percent or 2.5 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 12.7 percent ($45,403 minus $40,291 equals $5,112). In comparison to the discipline/major field of business administration and management (16.5%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 3.8 percent (16.5% minus 12.7% equals 3.8%) less than faculty in business administration and management.

In the discipline/major field of business administration and management, the reader may note that the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank in both studies: 25.6 percent vs. 36.7 percent (1990-91), respectively; and 29.7 percent vs. 33.6 percent, (1993-94), respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32.4 percent vs. 31.5 percent (1990-1991), and 33.3 percent vs. 31.1 percent (1993-94), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in business administration and management was higher than the hiring rate in ALL MAJOR FIELDS in the 1990-91 private study: 5.2 percent (80/1,543) vs. 4.8 percent (1,513/31,693), respectively, and lower in the 1993-94 private study: 3.3 percent (60/1,817) vs. 4.2 percent (1,372/32,578), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of business administration and management and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1990-91 through the "trend year" of 1993-94. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 7,592 (4.1%) faculty in the discipline/major field of business administration and management participated and were included in the 42 disciplines/major fields in each of the four studies and in the overall total of 185,948 participating faculty. The same 221 public institutions and the same 306 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of business administration and management in 1990-91 in the public and private studies were some 12 percent and 18 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00). The average faculty salary factors for all ranks in the discipline/major field of business administration and management in 1993-94 in the public and private studies were 17 percent and 22 percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00) respectively.

Second, the CPI of October 1993 increased 9.1 percent from the CPI of October 1990, and indicates that the faculty in business administration and management in the public institutions received an average annual salary increase of 1.8 percent above the cost-of-living. In the private institutions the faculty received an average annual salary increase of 2.5 above the cost-of-living.

Third, in the discipline/major field of business administration and management the professor rank FAC MIX PCTs are lower than those in the assistant professor rank in both the 1990-91 and 1993-94 public studies, and the same is true both in the 1990-91 and 1993-94 private studies. These data show that business administration and management in both the public and private studies is still an emerging discipline/major field in academia.

Finally, the hiring rate of new assistant professors in business administration and management in the 1990-91 public study was above that in ALL MAJOR FIELDS, however, it was below this measure in the 1993-945 study. The same were true both in the 1990-91 and 1993-94 private studies--i.e., higher in 1990-91 and lower in 1993-94.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of business administration and management is being developed, it is anticipated that this current information will be a valuable reference tool for interested administrators and professors.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

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APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
AREA, ETHNIC, AND CULTURAL STUDIES
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES
BUSINESS/MANAGERIAL ECONOMICS
BUSINESS MARKETING AMD MARKETING MANAGEMENT
CHEMISTRY, GENERAL
COMMUNICATIONS
COMMUNICATION TECHNOLOGIES
COMPUTER AND INFORMATION SCIENCES
COUNSELOR EDUCATION COUNSELING AND GUIDANCE SERVICES
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R.N. TRAINING)
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
READING TEACHER EDUCATION
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS
TOTAL: 42

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1990-91 and 1993-94

Institutions Participating in Both Studies:

Alabama A&M University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technical University (AR)
Armstrong State College (GA)
Auburn University of Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University Sacramento (CA)
California State University Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
College of Staten Island of the City University of New York (NY)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
Dickinson State University (ND)
East Central University (OK)
East Stroudsburg University (PA)
East Tennessee State University (TN)
East Texas State University (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern Montana College (MT)
Eastern New Mexico University (NM)
Eastern Oregon State College (OR)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fitchburg State College (MA)
Fort Hays State University (KS)
Fort Lewis College (CO)
Framingham State College (MA)
Francis Marion University (SC)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University of Pennsylvania (PA)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander College (SC)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (NE)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi Valley State University (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana College of Mineral Science and Technology (MT)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)

Participating Institutions (continued):

Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern State University (SD)
Northwest Missouri State University (MO)
Northwestern State University (LA)
Oakland University (MI)
Oklahoma Panhandle State University (OK)
Old dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Prairie View A&M University (TX)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
San Diego State University (CA)
Sangamon State University (IL)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
Southeast Missouri State University (MO)
Southwastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern college of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
St. Claud State University (NM)
State University of New York at Brockport (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
State University of New York College at Oswego (NY)
State University of New York College at Plattsburgh (NY)
State University of New York College at Potsdam (NY)
Tarleton State University (TX)
Tennessee Technological University (TN)
Texas A&M University-Corpus Christi TX)
Texas Woman's University (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama in Huntsville (AL)
University of Alaska Southeast (AK)
University of Arkansas at Little Rock (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Guam (GU)
University of Houston-Clear Lake (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maryland Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Memphis (TN)
University of Missouri-St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Pittsburgh at Bradford (PA)
University of Puerto Rico-Cayey (PR)
University of Puerto Rico-Humacao University College (PR)
University of Science and Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of Southern Carolina-Aiken (SC)
University of South Florida (The) (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Texas at Dallas (The) (TX)
University of Texas at El Paso (The) (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler (The) (TX)

Participating Institutions (continued):

University of the Virgin Islands (VI)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Univesrity of Wisconsin-Stevens Point (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valley City State University (ND)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Georgia College (GA)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winston-Salem State University (NC)
Wright State University (OH)
Youngstown State University (OH)

Total Institutions = 221

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1990-91 and 1993-94

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allenton College of St. Francis de Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (The) (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Belmont University (TN)
Benedict College (SC)
Benedictine College (KS)
Bentley College (MA)
Bethany College (KS)
Bethany College (WV)
Bethel College (IN)
Bethel College (MN)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Bradley University (OH)
Bridgewater College (VA)
Bryn Mawr College (PA)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Catawba College (NC)
Catholic University of America (DC)
Centenary College of Louisiana (LA)
Central Baptist College (AR)
Central College (IA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Clarke College (IA)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
Coker College (SC)
College of Great Falls (MT)
College of Mount Saint Vincent (NY)
College of Notre Dame (CA)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (NM)
Columbia College (MO
Columbia College (SC)
Concordia College (MN)
Concordia College (NE)
Concordia University Wisconsin (WI)
Cornell College (IA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Dordt College (IA)
Drake University (IA)
Drew University (NJ)
Drexel University (PA)
Drury College (MO)
Duquesne University (PA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmira College (NY)
Emory & Henry College (VA)
Fairfield University (CT)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Freed-Hardeman University (TN)
Friends University (KS)
Furman University (SC)

Gordon College (MA)
Goshen College (IN)
Great Lakes Bible College (MI)
Grinnell College (IA)
Guilford College (NC)
Hampton University (VA)
Hartwick College (NY)
Hastings College (NE)
Heidelberg College (OH)
Hilbert College (NY)
Hobart and William Smith College (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Carroll University (OH)
Johnson C. Smith University (NC)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Le Tourneau College (TX)
Lebanon Valley College (PA)
Lees-McRae College (NC)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Malone College (OH)
Manhattan College (NY)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Memphis Theological Seminary (TN)
Mercer University (GA)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Montreat-Anderson College (NC)
Moravian College (PA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
Niagara University (NY)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College (WA)
Northwestern College (IA)
Norwich University (VT)
Notre Dame College (OH)
Oakwood College (AL)
Occidental College (CA)
Oglethorpe University (GA)
Ohio Northern University (OH)
Ohio Wesleyan College (OH)
Olivet Nazarene College (IL)
Our Lady of Holy Cross College (LA)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Luthern University (WA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pikeville College (KY)
Pine Manor College (MA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Quinnipiac College (CT)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)
Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Russell Sage College (NY)
Sacred Heart University (CT)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
Saint Francis College (PA)
St. John Fisher College (NY)
Saint Joseph's University (PA)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College (IN)
Saint Mary's College of California (CA)
St. Mary's University of San Antonio (TX)

Participating Institutions (continued):

Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Russell Sage College (NY)
Sacred Heart University (CT)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College (IN)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (IA)
Simpson College (CA)
Sioux Falls College (SD)
Skidmore College (NY)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. John Fisher College (NY)
St. John's University (MN)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stillman College (AL)
Susquehanna University (PA)
Syracuse University (NY)
Tabor College (KS)
Teikyo Westmar University (IA)
Texas Christian University (TX)
Thomas More College (KY)
Tiffin University (OH)
Transylvania University (KY)
Tri-State University (IN)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (The) (OH)
Union University (TN)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Charleston (The) (WV)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of San Francisco (CA)
University of St. Thomas (TX)
University of St. Thomas (MN)
University of the Ozarks (AR)
University of The South (The) (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Washington College (MD)
Webber College (FL)
Wesley College (DE)
Wesleyan College (GA)
Western Baptist College (OR)
Western Maryland College (MD)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College, Inc. (WV)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
Wilmington College (OH)
Wilmington College (DE)
Wingate College (NC)
Wisconsin Lutheran College (WI)
Woodbury University (CA)
York College of Pennsylvania (PA)

Total Institutions: 306

SALARY-TREND STUDY OF FACULTY IN BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES FOR THE YEARS 1990-91 AND 1993-94

By
Richard D. Howe
and
Scott Allen Gluntz

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1993-94. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 42 selected academic disciplines including business management and administrative services. The disciplines were chosen from among those defined by _A Classification of Instructional Programs_ (_CIP_), 1990. The definition of the discipline/major field of business management and administrative services in the _CIP_ is as follows:

> A summary of groups of instructional programs that prepare individuals to perform managerial, research, and technical support functions related to the commercial and/or non-profit production, buying, and selling of goods and services.*
>
> [*_A Classification of Instructional Programs_ (Washington, D.C.: National Center for Education Statistics, [1990], p. 187--52.).]

This article presents a summary of the overall average salary increases in the discipline/major field of business management and administrative services from the "baseline year" of 1990-91 to and including the "trend year" of 1993-94 for both public and private institutions. Of the 282 institutions which participated in CUPA's PUBLIC study of 1990-91, 221 also participated in 1993-94. Data from those same 221 institutions were used in both the baseline year and the trend year. Of the 494 institutions which participated in CUPA's PRIVATE study of 1990-91, 306 also participated in 1993-94. Data from those same 306 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of business management and administrative services for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1990-91 and 1993-94).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major

field who hold a given academic rank. For example, a FAC MIX PCT factor of .30.5 for associate professor of business management and administrative services in the 1990-91 public study means that 30.5 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1990-91, PUBLIC 1993-94, PRIVATE 1990-91 and PRIVATE 1993-94. For example, a SALARY FACTOR of 1.16 for associate professors in the discipline/major field of business management and administrative services in the 1990-91 public study means that their average salary is 16 percent higher than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1990-91 or 1993-94). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 42 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of business management and administrative services with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1990-91 and the "trend year" of 1993-94 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
	DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES																	
PUBLIC 1990-91:	MAJOR FIELD: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES																	
AVERAGE SALARY:	55920	409	75	46575	448	83	41935	486	78	44046	62	36	28389	127	47	46070	1470	89
FAC MIX PCT:	27.8%			30.5%			33.1%			4.2%			8.6%			100.0%		
SALARY FACTOR:	1.13			1.16			1.25			1.36			1.09			1.15%		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	49382	20535		40201	17323		33479	17898		32406	2968		25977	5278		40089	61034	221
FAC MIX PCT:	33.6%			28.4%			29.3%			4.9%			8.6%			100.0%		
	DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES																	
PUBLIC, 1993-94:	MAJOR FIELD: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES																	
AVERAGE SALARY:	60169	459	68	50291	473	72	46334	401	68	46874	39	21	29039	98	33	50895	1431	79
FAC MIX PCT:	32.1%			33.1%			28.0%			2.7%			6.8%			100.0%		
SALARY FACTOR:	1.12			1.16			1.28			1.35			1.06			1.16		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	53700	20965		43457	17404		36275	17890		34850	2587		27419	4384		43720	60643	221
FAC MIX PCT:	34.6%			28.7%			29.5%			4.3%			7.2%			100.0%		

- -

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
	DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES																	
PRIVATE, 1990-91:	MAJOR FIELD: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES																	
AVERAGE SALARY:	60673	243	55	48607	294	74	42318	301	81	36363	41	31	31700	48	32	48864	886	105
FAC MIX PCT:	27.4%			33.2%			34.0%			4.6%			5.4%			100.0%		
SALARY FACTOR:	1.19			1.24			1.29			1.17			1.21			1.21		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	51194	10278		39238	9563		32704	9984		30965	1513		26246	1868		40291	31693	306
FAC MIX PCT:	32.4%			30.2%			31.5%			4.8%			5.9%			100.0%		
	DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES																	
PRIVATE, 1993-94:	MAJOR FIELD: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES																	
AVERAGE SALARY:	68119	78	30	51159	118	33	46602	104	35	45379	8	7	36873	12	8	53331	312	44
FAC MIX PCT:	25.0%			37.8%			33.3%			2.6%			3.8%			100.0%		
SALARY FACTOR:	1.18			1.17			1.28			1.35			1.29			1.17		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	57805	10854		43900	9968		36283	10119		33719	1372		28694	1637		45403	32578	306
FAC MIX PCT:	33.3%			30.6%			31.1%			4.2%			5.0%			100.0%		

RESULTS OF THE TWO PUBLIC STUDIES, 1990-91 AND 1993-94

In the PUBLIC 1990-91 salary study in the above table, the reader may note that the discipline/major field of business management and administrative services was reported in 89 of the 221 public institutions. The average salary of the 1,470 faculty was $46,070. This average salary was approximately 14.9 percent higher than the average salary of $40,089 for all 61,034 faculty in ALL MAJOR FIELDS in the 1990-91 public study.

In the PUBLIC 1993-94 salary study in the above table, the discipline/major field of business management and administrative services was reported in 79 of the same 221 public institutions. The average salary of the 1,431 faculty was $50,895. This average salary was approximately 16.4 percent higher than the average salary of $43,720 for all 60,643 faculty in ALL MAJOR FIELDS in the 1993-94 public study.

The increase in average salaries for all faculty in the discipline/major field of business management and administrative services after three years in the public institutions studied was 10.5 percent ($50,895 minus $46,070 equals $4,825). The CPI of increased cost-of-living between October 1990 and October 1993 was 9.1 percent. In comparison with the CPI, there was a relative increase in business management and administrative services average faculty salaries over the three-year period by 1.4 percent or an average of .47 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 9.1 percent ($43,720 minus $40,089 equals $3,631). In comparison to the discipline/major field of business management and administrative services (10.5%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 1.4 percent (10.5% minus 9.1% equals 1.4%) less than faculty in the discipline/major field of business management and administrative services.

The reader may note that the faculty mix percentage in business management and administrative services is lower at the professor rank than at the assistant professor rank in the 1990-91 study: 27.8 percent vs. 33.1 percent, and in the 1993-94 study it is 32.1 percent vs. 28 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 33.6 percent vs. 29.3 percent (1990-91) and 34.6 percent vs. 29.5 percent (1993-94), respectively.

Finally, the hiring rate of new assistant professors in business management and administrative services in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1990-91, 4.2 percent (62/1,470) vs. 4.9 percent (2,968/61,034), respectively; and lower in 1993-94, 2.7 percent (39/1,431) vs. 4.3 percent (2,587/60,643), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1990-91 AND 1993-94

In the PRIVATE 1990-91 salary study in the above table, the reader may note that the discipline/major field of business management and administrative services was reported in 105 of the 306 private institutions. The average salary of the 886 faculty was $48,864. This average salary was 21.3 percent higher than the average salary of $40,291 for all 31,693 faculty in ALL MAJOR FIELDS in the 1990-91 private study.

In the PRIVATE 1993-94 salary study in the above table, the discipline/-major field of business management and administrative services was reported in 44 of the same 306 private institutions. The average salary of the 312 faculty was $53,331. This average salary was 17.5 percent higher than the average salary of $45,403 for all 32,578 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

The increase in average salaries for all faculty in business management and administrative services after three years in the private institutions studied was 9.1 percent ($53,331 minus $48,864 equals $4,467). The CPI of increased cost-of-living between October 1990 and October 1993 was 9.1 percent. The increase over the three year time period was the same as the cost of living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 12.7 percent ($45,403 minus $40,291 equals $5,112). In comparison to the discipline/major field of business management and administrative services (9.1%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 3.6 percent (12.7% minus 9.1% equals 3.6%) more than faculty in business management and administrative services.

In the discipline/major field of business management and administrative services, the reader may note that the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank in both studies: 27.4 percent vs. 34 percent (1990-91), respectively; and 25 percent vs. 33.3 percent, (1993-94), respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32.4 percent vs. 31.5 percent (1990-91), and 33.3 percent vs. 31.3 percent (1993-94), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in business management and administrative services was lower than the hiring rate in ALL MAJOR FIELDS in the 1990-91 private study: 4.6 percent (41/886) vs. 4.8 percent (1,513/31,693), respectively, and lower in the 1993-94 private study: 2.6 percent (8/312) vs. 4.2 percent (1,372/32,578), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of business management and administrative services and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1990-91 through the "trend year" of 1993-94. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 4,099 (2.2%) faculty in the discipline/major field of business management and administrative services participated and were included in the 42 disciplines/major fields in each of the four studies and in the overall total of 185,948 participating faculty. The same 221 public institutions and the same 306 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of business management and administrative services in 1990-91 in the public and private studies were some 15 percent and 21 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in business management and administrative services in 1993-94 in the public and private studies were 16 percent and 17 percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1993 increased 9.1 percent from the CPI of October 1990, and indicates that the faculty in business management and administrative services in the public institutions received an average annual salary increase of .47 percent above the cost-of-living. In the private institutions the annual average salary increase was 3.0 percent above the cost-of-living.

Third, in the discipline/major field of business management and administrative services the professor rank FAC MIX PCT is lower than in the assistant professor rank in the 1990-91 public study but higher in the 1993-94 public study. In both the 1990-91 and 1993-94 private studies the professor rank FAC MIX PCTs are lower than in the assistant professor rank. These data show that business management and administrative services in both the public and private studies is still an emerging discipline/major field in academia.

Finally, the hiring rate of new assistant professors in business management and administrative services was the same as in ALL MAJOR FIELDS in 1990-91 and lower in 1993-94. In the private institutions the hiring rate was higher than in ALL MAJOR FIELDS for 1990-91 and lower in 1993-94.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of business management and administrative services is being developed, it is anticipated that this current information will be a valuable reference tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina. Co-author Scott Allen Gluntz is a graduate student at Appalachian State University.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC Participating Institutions, page 11

C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL

ANTHROPOLOGY

AREA, ETHNIC, AND CULTURAL STUDIES

BIOLOGICAL SCIENCES/LIFE SCIENCES

BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL

BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES

BUSINESS/MANAGERIAL ECONOMICS

BUSINESS MARKETING AMD MARKETING MANAGEMENT

CHEMISTRY, GENERAL

COMMUNICATIONS

COMMUNICATION TECHNOLOGIES

COMPUTER AND INFORMATION SCIENCES

COUNSELOR EDUCATION COUNSELING AND GUIDANCE SERVICES

DRAMA/THEATER ARTS, GENERAL

ECONOMICS, GENERAL

EDUCATION

ENGINEERING

ENGINEERING-RELATED TECHNOLOGIES

ENGLISH LANGUAGE AND LITERATURE/LETTERS

FOREIGN LANGUAGES AND LITERATURES

GEOGRAPHY

GEOLOGY

HISTORY, GENERAL

HOME ECONOMICS

LIBRARY SCIENCE

MATHEMATICS

MULTI/INTERDISCIPLINARY STUDIES

MUSIC, GENERAL

NURSING (R.N. TRAINING)

PHILOSOPHY AND RELIGION

PHYSICAL SCIENCES

PHYSICS, GENERAL

POLITICAL SCIENCE, GENERAL

PROTECTIVE SERVICES

PSYCHOLOGY

READING TEACHER EDUCATION

SOCIOLOGY

SPECIAL EDUCATION, GENERAL

SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY

TEACHER EDUCATION

VISUAL AND PERFORMING ARTS

TOTAL: 42

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1990-91 and 1993-94

Institutions Participating in Both Studies:

Alabama A&M University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technical University (AR)
Armstrong State College (GA)
Auburn University of Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University Sacramento (CA)
California State University Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
College of Staten Island of the City University of New York (NY)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
Dickinson State University (ND)
East Central University (OK)
East Stroudsburg University (PA)
East Tennessee State University (TN)
East Texas State University (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern Montana College (MT)
Eastern New Mexico University (NM)
Eastern Oregon State College (OR)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fitchburg State College (MA)
Fort Hays State University (KS)
Fort Lewis College (CO)
Framingham State College (MA)
Francis Marion University (SC)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University of Pennsylvania (PA)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander College (SC)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (NE)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi Valley State University (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana College of Mineral Science and Technology (MT)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)

Participating Institutions (continued):

Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern State University (SD)
Northwest Missouri State University (MO)
Northwestern State University (LA)
Oakland University (MI)
Oklahoma Panhandle State University (OK)
Old dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Prairie View A&M University (TX)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
San Diego State University (CA)
Sangamon State University (IL)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
Southeast Missouri State University (MO)
Southwastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern college of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
St. Claud State University (NM)
State University of New York at Brockport (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
State University of New York College at Oswego (NY)
State University of New York College at Plattsburgh (NY)
State University of New York College at Potsdam (NY)
Tarleton State University (TX)
Tennessee Technological University (TN)
Texas A&M University-Corpus Christi TX)
Texas Woman's University (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama in Huntsville (AL)
University of Alaska Southeast (AK)
University of Arkansas at Little Rock (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Guam (GU)
University of Houston-Clear Lake (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maryland Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Memphis (TN)
University of Missouri-St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Pittsburgh at Bradford (PA)
University of Puerto Rico-Cayey (PR)
University of Puerto Rico-Humacao University College (PR)
University of Science and Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of Southern Carolina-Aiken (SC)
University of South Florida (The) (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Texas at Dallas (The) (TX)
University of Texas at El Paso (The) (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler (The) (TX)

Participating Institutions (continued):

University of the Virgin Islands (VI)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Univesrity of Wisconsin-Stevens Point (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valley City State University (ND)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Georgia College (GA)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winston-Salem State University (NC)
Wright State University (OH)
Youngstown State University (OH)

Total Institutions = 221

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1990-91 and 1993-94

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allenton College of St. Francis de Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (The) (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Belmont University (TN)
Benedict College (SC)
Benedictine College (KS)
Bentley College (MA)
Bethany College (KS)
Bethany College (WV)
Bethel College (IN)
Bethel College (MN)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Bradley University (OH)
Bridgewater College (VA)
Bryn Mawr College (PA)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Catawba College (NC)
Catholic University of America (DC)
Centenary College of Louisiana (LA)
Central Baptist College (AR)
Central College (IA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Clarke College (IA)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
Coker College (SC)
College of Great Falls (MT)
College of Mount Saint Vincent (NY)
College of Notre Dame (CA)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (NM)
Columbia College (MO
Columbia College (SC)
Concordia College (MN)
Concordia College (NE)
Concordia University Wisconsin (WI)
Cornell College (IA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Dordt College (IA)
Drake University (IA)
Drew University (NJ)
Drexel University (PA)
Drury College (MO)
Duquesne University (PA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmira College (NY)
Emory & Henry College (VA)
Fairfield University (CT)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Freed-Hardeman University (TN)
Friends University (KS)
Furman University (SC)

Gordon College (MA)
Goshen College (IN)
Great Lakes Bible College (MI)
Grinnell College (IA)
Guilford College (NC)
Hampton University (VA)
Hartwick College (NY)
Hastings College (NE)
Heidelberg College (OH)
Hilbert College (NY)
Hobart and William Smith College (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Carroll University (OH)
Johnson C. Smith University (NC)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Le Tourneau College (TX)
Lebanon Valley College (PA)
Lees-McRae College (NC)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Malone College (OH)
Manhattan College (NY)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Memphis Theological Seminary (TN)
Mercer University (GA)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Montreat-Anderson College (NC)
Moravian College (PA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
Niagara University (NY)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College (WA)
Northwestern College (IA)
Norwich University (VT)
Notre Dame College (OH)
Oakwood College (AL)
Occidental College (CA)
Oglethorpe University (GA)
Ohio Northern University (OH)
Ohio Wesleyan College (OH)
Olivet Nazarene College (IL)
Our Lady of Holy Cross College (LA)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Luthern University (WA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pikeville College (KY)
Pine Manor College (MA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Quinnipiac College (CT)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)
Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Russell Sage College (NY)
Sacred Heart University (CT)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
Saint Francis College (PA)
St. John Fisher College (NY)
Saint Joseph's University (PA)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College (IN)
Saint Mary's College of California (CA)
St. Mary's University of San Antonio (TX)

Participating Institutions (continued):

Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Russell Sage College (NY)
Sacred Heart University (CT)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College (IN)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (IA)
Simpson College (CA)
Sioux Falls College (SD)
Skidmore College (NY)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. John Fisher College (NY)
St. John's University (MN)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stillman College (AL)
Susquehanna University (PA)
Syracuse University (NY)
Tabor College (KS)
Teikyo Westmar University (IA)
Texas Christian University (TX)
Thomas More College (KY)
Tiffin University (OH)
Transylvania University (KY)
Tri-State University (IN)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (The) (OH)
Union University (TN)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Charleston (The) (WV)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of San Francisco (CA)
University of St. Thomas (TX)
University of St. Thomas (MN)
University of the Ozarks (AR)
University of The South (The) (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Washington College (MD)
Webber College (FL)
Wesley College (DE)
Wesleyan College (GA)
Western Baptist College (OR)
Western Maryland College (MD)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College, Inc. (WV)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
Wilmington College (OH)
Wilmington College (DE)
Wingate College (NC)
Wisconsin Lutheran College (WI)
Woodbury University (CA)
York College of Pennsylvania (PA)

Total Institutions: 306

SALARY-TREND STUDY OF FACULTY IN BUSINESS/MANAGERIAL ECONOMICS FOR THE YEARS 1990-91 AND 1993-94

By
Richard D. Howe
and
Patricia E. Gaynor

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1993-94. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 42 selected academic disciplines including business/managerial economics. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of business/managerial economics in the CIP is as follows:

> An instructional program that describes the application of economics principles to the analysis of the organization and operation of business enterprises. Includes instruction in monetary theory, banking and financial systems, theory of competition, pricing theory, wage and salary/incentive theory, analysis of markets, and applications of econometrics and quantitative methods to the study of particular business and business problems.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 192--52.0601).]

This article presents a summary of the overall average salary increases in the discipline/major field of business/managerial economics from the "baseline year" of 1990-91 to and including the "trend year" of 1993-94 for both public and private institutions. Of the 282 institutions which participated in CUPA's

PUBLIC study of 1990-91, 221 also participated in 1993-94. Data from those same 221 institutions were used in both the baseline year and the trend year. Of the 494 institutions which participated in CUPA's PRIVATE study of 1990-91, 306 also participated in 1993-94. Data from those same 306 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of business/managerial economics for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1990-91 and 1993-94).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for

a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 29.9 for associate professor of business/managerial economics in the 1990-91 public study means that 29.9 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1990-91, PUBLIC 1993-94, PRIVATE 1990-91 and PRIVATE 1993-94. For example, a SALARY FACTOR of 1.09 for associate professors in the discipline/major field of business/managerial economics in the 1990-91 public study means that their average salary is 9 percent higher than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1990-91 or 1993-94). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 42 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of business/managerial economics with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1990-91 and the "trend year" of 1993-94 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES
MAJOR FIELD: BUSINESS/MANAGERIAL ECONOMICS

PUBLIC 1990-91:

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	53015	273	77	43873	239	81	38807	244	82	37441	32	29	27332	44	28	44538	800	98
FAC MIX PCT:	34.1%			29.9%			30.5%			5.5%			100.0%					
SALARY FACTOR:	1.07			1.09			1.16			1.16			1.05			1.11%		

ALL MAJOR FIELDS

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	49382	20535		40201	17323		33479	17898		32406	2968		25977	5278		40089	61034	221
FAC MIX PCT:	33.6%			28.4%			29.3%			4.9%			8.6%			100.0%		

DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES
MAJOR FIELD: BUSINESS/MANAGERIAL ECONOMICS

PUBLIC, 1993-94:

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	58388	223	66	48537	227	71	43617	174	69	44147	15	13	29677	22	17	49936	646	78
FAC MIX PCT:	34.5%			35.1%			26.9%			2.3			3.4%			100.0%		
SALARY FACTOR:	1.09			1.12			1.20			1.27			1.05			1.14		

ALL MAJOR FIELDS

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	53700	20965		43457	17404		36275	17890		34850	2587		27419	4384		43720	60643	221
FAC MIX PCT:	34.6%			28.7%			29.5%			4.3%			7.2%			100.0%		

DISCIPLINE: BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES
MAJOR FIELD: BUSINESS/MANAGERIAL ECONOMICS

PRIVATE, 90-91:

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	52185	139	62	42431	199	89	36527	214	87	35305	29	24	30505	20	16	42176	572	121
FAC MIX PCT:	24.3%			34.8%			37.4%			5.1%			3.5%			100.0%		
SALARY FACTOR:	1.02			1.08			1.12			1.14			1.16			1.05		

ALL MAJOR FIELDS

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	51194	10278		39238	9563		32704	9984		30965	1513		26246	1868		40291	31693	306
FAC MIX PCT:	32.4%			30.2%			31.5%			4.8%			5.9%			100.0%		

DISCIPLINE: BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES
MAJOR FIELD: BUSINESS/MANAGERIAL ECONOMICS

PRIVATE, 1993-94:

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	59646	135	55	48573	167	69	43639	145	61	39318	13	11	32171	8	8	49998	455	91
FAC MIX PCT:	29.7%			36.7%			31.9%			2.9			1.8%			100.0%		
SALARY FACTOR:	1.03			1.11			1.20			1.17%			1.12			1.10		

ALL MAJOR FIELDS

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	57805	10854		43900	9968		36283	10119		33719	1372		28694	1637		45403	32578	306
FAC MIX PCT:	33.3%			30.6%			31.1%			4.2%			5.0%			100.0%		

RESULTS OF THE TWO PUBLIC STUDIES, 1990-91 AND 1993-94

In the PUBLIC 1990-91 salary study in the above table, the reader may note that the discipline/major field of business/managerial economics was reported in 98 of the 221 public institutions. The average salary of the 800 faculty was $44,538. This average salary was approximately 11.1 percent higher than the average salary of $40,089 for all 61,034 faculty in ALL MAJOR FIELDS in the 1990-91 public study.

In the PUBLIC 1993-94 salary study in the above table, the discipline/major field of business/managerial economics was reported in 78 of the same 221 public institutions. The average salary of the 646 faculty was $49,936. This average salary was approximately 14.2 percent higher than the average salary of $43,720 for all 60,642 faculty in ALL MAJOR FIELDS in the 1993-94 public study.

The increase in average salaries for all faculty in the discipline/major field of business/managerial economics after three years in the public institutions studied was 12.1 percent ($49,936 minus $44,538 equals $5,398). The CPI of increased cost-of-living between October 1990 and October 1993 was 9.1 percent. In comparison with the CPI, there was a relative increase in business/-managerial economics average faculty salaries over the three-year period of 3 percent or an average of 1.0 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 9.1 percent ($43,720 minus $40,089 equals $3,361). In comparison to the discipline/major field of business/managerial economics (12.1%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 3.0 percent (12.1% minus 9.1% equals 3.0%) less than faculty in the discipline/major field of business/managerial economics.

The reader may note that the faculty mix percentage in business/managerial economics is higher at the professor rank than at the assistant professor rank in the 1990-91 study: 34.1 percent vs. 30.5 percent, and in the 1993-94 study it is 34.5 percent vs. 26.9 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 33.6 percent vs. 29.3 percent (1990-91) and 34.6 percent vs. 29.5 percent (1993-94).

Finally, the hiring rate of new assistant professors in business/managerial economics in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1990-91, 4.0 percent (32/800) vs. 4.9 percent (2,968/61,034), respectively; and lower in 1993-94, 2.3 percent (15/646) vs. 4.3 percent (2,587/-60,043), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1990-91 AND 1993-94

In the PRIVATE 1990-91 salary study in the above table, the reader may note that the discipline/major field of business/managerial economics was reported in 121 of the 306 private institutions. The average salary of the 572 faculty was $42,176. This average salary was 4.7 percent higher than the average salary of $40,291 for all 31,693 faculty in ALL MAJOR FIELDS in the 1990-91 private study.

In the PRIVATE 1993-94 salary study in the above table, the discipline/-major field of business/managerial economics was reported in 91 of the same 306 private institutions. The average salary of the 455 faculty was $49,998. This average salary was 10.1 percent higher than the average salary of $45,403 for all 32,578 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

The increase in average salaries for all faculty in business/managerial economics after three years in the private institutions studied was 18.5 percent ($49,998 minus $42,176 equals $7,822). The CPI of increased cost-of-living between October 1990 and October 1993 was 9.1 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time

period, is 9.4 percent or 3.1 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 12.7 percent ($45,403 minus $40,291 equals $5,112). In comparison to the discipline/major field of business/managerial economics (18.5%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 5.8 percent (18.5% minus 12.7% equals 5.8%) less than faculty in business/managerial economics.

In the discipline/major field of business/managerial economics, the reader may note that the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank in both studies: 24.3 percent vs. 37.4 percent (1990-91), respectively; and 29.7 percent vs. 31.9 percent, (1993-94), respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32.4 percent vs. 31.5 percent (1990-1991), and 33.3 percent vs. 31.1 percent (1993-94), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in business/managerial economics was higher than the hiring rate in ALL MAJOR FIELDS in the 1990-91 private study: 5.1 percent (29/572) vs. 4.8 percent (1,513/31,693), respectively, and lower in the 1993-94 private study: 2.9 percent (13/455) vs. 4.2 percent (1,372/32,578), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of business/managerial economics and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1990-91 through the "trend year" of 1993-94. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 2,473 (1.3%) faculty in the discipline/major field of business/managerial economics participated and were included in the 42 disciplines/major fields in each of the four studies and in the overall total of 185,948 participating faculty. The same 221 public institutions and the same 306 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of business/managerial economics in 1990-91 in the public and private studies were some 11 percent and five percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of business/managerial economics in 1993-94 in the public and private studies were 14 percent and 10 percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1993 increased 9.1 percent from the CPI of October 1990, and indicates that the faculty in business/managerial economics in the public institutions received an average annual salary 1 percent above the cost-of-living. In the private institutions the annual average salary increase was 5.8 percent below the cost-of-living.

Third, in the discipline/major field of business/managerial economics the professor rank FAC MIX PCTs are higher than those in the assistant professor rank in both the 1990-91 and 1993-94 public studies, however, in both the 1990-91 and 1993-94 private studies, it is lower.

Finally, the hiring rate of new assistant professors in business/managerial economics in the 1990-91 public and private studies was higher than in ALL MAJOR FIELDS but lower in the 1993-94 public and private studies.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of business/managerial economics is being developed, it is anticipated that this current information will be a valuable reference tool for interested administrators and professors.

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APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC Participating Institutions, page 11

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APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
AREA, ETHNIC, AND CULTURAL STUDIES
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES
BUSINESS/MANAGERIAL ECONOMICS
BUSINESS MARKETING AND MARKETING MANAGEMENT
CHEMISTRY, GENERAL
COMMUNICATIONS
COMMUNICATION TECHNOLOGIES
COMPUTER AND INFORMATION SCIENCES
COUNSELOR EDUCATION COUNSELING AND GUIDANCE SERVICES
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R.N. TRAINING)
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
READING TEACHER EDUCATION
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS
TOTAL: 42

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1990-91 and 1993-94

Institutions Participating in Both Studies:

Alabama A&M University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technical University (AR)
Armstrong State College (GA)
Auburn University of Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University Sacramento (CA)
California State University Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
College of Staten Island of the City University of New York (NY)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
Dickinson State University (ND)
East Central University (OK)
East Stroudsburg University (PA)
East Tennessee State University (TN)
East Texas State University (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern Montana College (MT)
Eastern New Mexico University (NM)
Eastern Oregon State College (OR)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fitchburg State College (MA)
Fort Hays State University (KS)
Fort Lewis College (CO)
Framingham State College (MA)
Francis Marion University (SC)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University of Pennsylvania (PA)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander College (SC)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (NE)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi Valley State University (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana College of Mineral Science and Technology (MT)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)

Participating Institutions (continued):

Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern State University (SD)
Northwest Missouri State University (MO)
Northwestern State University (LA)
Oakland University (MI)
Oklahoma Panhandle State University (OK)
Old dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Prairie View A&M University (TX)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
San Diego State University (CA)
Sangamon State University (IL)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern college of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
St. Cloud State University (NM)
State University of New York at Brockport (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
State University of New York College at Oswego (NY)
State University of New York College at Plattsburgh (NY)
State University of New York College at Potsdam (NY)
Tarleton State University (TX)
Tennessee Technological University (TN)
Texas A&M University-Corpus Christi TX)
Texas Woman's University (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama in Huntsville (AL)
University of Alaska Southeast (AK)
University of Arkansas at Little Rock (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Guam (GU)
University of Houston-Clear Lake (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maryland Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Memphis (TN)
University of Missouri-St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Pittsburgh at Bradford (PA)
University of Puerto Rico-Cayey (PR)
University of Puerto Rico-Humacao University College (PR)
University of Science and Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of Southern Carolina-Aiken (SC)
University of South Florida (The) (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Texas at Dallas (The) (TX)
University of Texas at El Paso (The) (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler (The) (TX)

Participating Institutions (continued):

University of the Virgin Islands (VI)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Univesrity of Wisconsin-Stevens Point (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valley City State University (ND)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Georgia College (GA)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winston-Salem State University (NC)
Wright State University (OH)
Youngstown State University (OH)

Total Institutions = 221

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1990-91 and 1993-94

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allenton College of St. Francis de Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (The) (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Belmont University (TN)
Benedict College (SC)
Benedictine College (KS)
Bentley College (MA)
Bethany College (KS)
Bethany College (WV)
Bethel College (IN)
Bethel College (MN)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Bradley University (OH)
Bridgewater College (VA)
Bryn Mawr College (PA)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Catawba College (NC)
Catholic University of America (DC)
Centenary College of Louisiana (LA)
Central Baptist College (AR)
Central College (IA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Clarke College (IA)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
Coker College (SC)
College of Great Falls (MT)
College of Mount Saint Vincent (NY)
College of Notre Dame (CA)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (NM)
Columbia College (MO
Columbia College (SC)
Concordia College (MN)
Concordia College (NE)
Concordia University Wisconsin (WI)
Cornell College (IA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Dordt College (IA)
Drake University (IA)
Drew University (NJ)
Drexel University (PA)
Drury College (MO)
Duquesne University (PA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmira College (NY)
Emory & Henry College (VA)
Fairfield University (CT)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Freed-Hardeman University (TN)
Friends University (KS)
Furman University (SC)

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Participating Institutions (continued):

Garner-Webb University (NC)
George Washington University (DC)
Georgetown University (DC)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Great Lakes Christian College (MI)
Grinnell College (IA)
Guilford College (NC)
Hampton University (VA)
Hartwick College (NY)
Hastings College (NE)
Hebrew College (MA)
Heidelberg College (OH)
Hilbert College (NY)
Hobart and William Smith Colleges (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Carroll University (OH)
Johnson C. Smith University (NC)
Judson College (AL)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College of Pennsylvania (PA)
Lees McRae College (NC)
LeTourneau University (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Loyola College in Maryland (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Manhattan College (NY)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Memphis Theological Seminary (TN)
Mercer University (GA)
Mercy College (NY)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Montreat-Anderson College (NC)
Moravian College (PA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
Niagara University (NY)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College (WA)
Northwestern College (IA)
Norwich Univesrity (VT)
Notre Dame College of Ohio (OH)
Husson College (ME)
Oakwood College (AL)
Occidental College (CA)
Ohio Northern University (OH)
Ohio Wesleyan University (OH)
Oklahoma Baptist University (OK)
Olivet Nazarene University (IL)
Our Lady of Holy Cross College (LA)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Lutheran University (WA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer College (NC)
Pikeville College (KY)
Pine Manor College (MA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Quinnipiac College (CT)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rensselaer Polytechnic Institute (NY)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)

Participating Institutions (continued):

Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Russell Sage College (NY)
Sacred Heart University (CT)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College (IN)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (IA)
Simpson College (CA)
Sioux Falls College (SD)
Skidmore College (NY)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. John Fisher College (NY)
St. John's University (MN)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stillman College (AL)
Susquehanna University (PA)
Syracuse University (NY)
Tabor College (KS)
Teikyo Westmar University (IA)
Texas Christian University (TX)
Thomas More College (KY)
Tiffin University (OH)
Transylvania University (KY)
Tri-State University (IN)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (The) (OH)
Union University (TN)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Charleston (The) (WV)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of San Francisco (CA)
University of St. Thomas (TX)
University of St. Thomas (MN)
University of the Ozarks (AR)
University of The South (The) (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Washington College (MD)
Webber College (FL)
Wesley College (DE)
Wesleyan College (GA)
Western Baptist College (OR)
Western Maryland College (MD)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College, Inc. (WV)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
Wilmington College (OH)
Wilmington College (DE)
Wingate College (NC)
Wisconsin Lutheran College (WI)
Woodbury University (CA)
York College of Pennsylvania (PA)

Total Institutions: 306

SALARY-TREND STUDY OF FACULTY IN BUSINESS MARKETING AND MARKETING MANAGEMENT FOR THE YEARS 1990-91 AND 1993-94

By
Richard D. Howe and Unal O. Boya

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1993-94. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 42 selected academic disciplines including business marketing and marketing management. The disciplines were chosen from among those defined by _A Classification of Instructional Programs_ (_CIP_), 1990. The definition of the discipline/major field of business marketing and marketing management in the _CIP_ is as follows:

> An instructional program that prepares individuals to undertake and manage the process of developing consumer audiences and moving products from producers to consumers. Includes instruction in buyer behavior and dynamics, principle of marketing research, demand analysis, cost-volume and profit relationships, pricing theory, marketing campaign and strategic planning, market segments, advertising methods, sales operations and management, consumer relations, retailing, and applications to specific products and markets.
>
> [*_A Classification of Instructional Programs_ (Washington, D.C.: National Center for Education Statistics, [1990], p. 198--52.1401).]

This article presents a summary of the overall average salary increases in the discipline/major field of business marketing and marketing management from the "baseline year" of 1990-91 to and including the "trend year" of 1993-94 for both public and private institutions. Of the 282 institutions which participated in CUPA's PUBLIC study of 1990-91, 221 also participated in 1993-94. Data from those same 221 institutions were used in both the baseline year and the trend year. Of the 460 institutions which participated in CUPA's PRIVATE study of 1990-91, 306 also participated in 1993-94. Data from those same 306 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of business marketing and marketing management for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1990-91 and 1993-94).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 26.2 for associate professor of business marketing and marketing management in the 1990-91 public study means that 26.2 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1990-91, PUBLIC 1993-94, PRIVATE 1990-91 and PRIVATE 1993-94. For example, a SALARY FACTOR of 1.20 for associate professors in business marketing and marketing management in the 1990-91 public study means that their average salary is 20 percent higher than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1990-91 or 1993-94). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 42 disciplines/major fields in each of the four studies. It is used to compare, among other things, business marketing and marketing management with the entire data base.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1990-91 and the "trend year" of 1993-94 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC 1990-91:	DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES MAJOR FIELD: BUSINESS MARKETING AND MARKETING MANAGEMENT																	
AVERAGE SALARY:	55875	201	69	48116	161	58	43987	186	68	45760	25	20	28267	66	42	47272	614	85
FAC MIX PCT:	32.7%			26.2%			30.3%			4.1%			10.7%			100.0%		
SALARY FACTOR:	1.13			1.20			1.31			1.41			1.09			1.18%		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	49382	20535		40201	17323		33479	17898		32406	2968		25977	5278		40089	61034	221
FAC MIX PCT:	33.6%			28.4%			29.3%			4.9%			8.6%			100.0%		
PUBLIC, 1993-94:	DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES MAJOR FIELD: BUSINESS MARKETING AMD MARKETING MANAGEMENT																	
AVERAGE SALARY:	61550	234	75	52715	205	75	48881	208	78	46943	28	25	29682	51	30	52852	698	99
FAC MIX PCT:	33.5%			29.4%			29.8%			4.0			7.3%			100.0%		
SALARY FACTOR:	1.15			1.21			1.35			1.35			1.08			1.21		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	53700	20965		43457	17404		36275	17890		34850	2587		27419	4384		43720	60643	221
FAC MIX PCT:	34.6%			28.7%			29.5%			4.3%			7.2%			100.0%		
- - - - -	- - - - -	- - - - -	- - - - -	- - - - -	- - - - -	- - - - -	- - - - -	- - - - -	- - - - -	- - - - -	- - - - -	- - - - -	- - - - -	- - - - -	- - - - -	- - - - -	- - - - -	- - - - -
PRIVATE, 1990-91:	DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES MAJOR FIELD: BUSINESS MARKETING AND MARKETING MANAGEMENT																	
AVERAGE SALARY:	62899	56	30	50603	87	40	43316	91	48	44566	22	18	34273	24	15	49183	258	62
FAC MIX PCT:	27.1%			33.7%			35.3%			8.5%			9.3%			100.0%		
SALARY FACTOR:	1.23			1.29			1.32			1.44			1.31			1.22		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	51194	10278		39238	9563		32704	9984		30965	1513		26246	1868		40291	31693	306
FAC MIX PCT:	32.4%			30.2%			31.5%			4.8%			5.9%			100.0%		
PRIVATE, 1993-94:	DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES MAJOR FIELD: BUSINESS MARKETING AND MARKETING MANAGEMENT																	
AVERAGE SALARY:	74490	82	39	56646	139	53	51324	143	59	45987	12	10	32738	16	11	57487	380	80
FAC MIX PCT:	21.6%			36.6%			37.6%			3.2%			4.2%			100.0%		
SALARY FACTOR:	1.29			1.29			1.41			1.36%			1.14			1.27		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	57805	10854		43900	9968		36283	10119		33719	1372		28694	1637		45403	32578	306
FAC MIX PCT:	33.3%			30.6%			31.1%			4.2%			5.0%			100.0%		

RESULTS OF THE TWO PUBLIC STUDIES, 1990-91 AND 1993-94

In the PUBLIC 1990-91 salary study in the above table, the reader may note that the discipline/major field of business marketing and marketing management was reported in 85 of the 221 public institutions. The average salary of the 614 faculty was $47,272. This average salary was approximately 17.9 percent higher than the average salary of $40,089 for all 61,034 faculty in ALL MAJOR FIELDS in the 1990-91 public study.

In the PUBLIC 1993-94 salary study in the above table, the discipline/major field of business marketing and marketing management was reported in 99 of the same 221 public institutions. The average salary of the 698 faculty was $52,852. This average salary was approximately 20.9 percent higher than the average salary of $43,720 for all 60,643 faculty in ALL MAJOR FIELDS in the 1993-94 public study.

The increase in average salaries for all faculty in the discipline/major field of business marketing and marketing management after three years in the public institutions studied was 11.8 percent ($52,852 minus $47,272 equals $5,580). The CPI of increased cost-of-living between October 1990 and October 1993 was 9.1 percent. In comparison with the CPI, there was a relative increase in business marketing and marketing management average faculty salaries over the three-year period by 2.7 percent or an average of .9 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 9.1 percent ($43,720 minus $40,089 equals $3,631). In comparison to the discipline/major field of business marketing and marketing management (11.8%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 2.7 percent (11.8% minus 9.1% equals 2.7%) less than faculty in the discipline/major field of business marketing and marketing management.

The reader may note that the faculty mix percentage in business marketing and marketing management is higher at the professor rank than at the assistant professor rank in the 1990-91 study: 32.7 percent vs. 30.3 percent, and in the 1993-94 study it is 33.5 percent vs. 29.8 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 33.6 percent vs. 29.3 percent (1990-91) and 34.6 percent vs. 29.5 percent (1993-94), respectively.

Finally, the hiring rate of new assistant professors in business marketing and marketing management in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1990-91, 4.1 percent (25/614) vs. 4.9 percent (2,968/61,034), respectively; and lower in 1993-94, 4.0 percent (28/698) vs. 4.3 percent (2,587/60,643), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1990-91 AND 1993-94

In the PRIVATE 1990-91 salary study in the above table, the reader may note that the discipline/major field of business marketing and marketing management was reported in 62 of the 306 private institutions. The average salary of the 258 faculty was $49,183. This average salary was 22 percent higher than the average salary of $40,291 for all 31,693 faculty in ALL MAJOR FIELDS in the 1990-91 private study.

In the PRIVATE 1993-94 salary study in the above table, the discipline/-major field of business marketing and marketing management was reported in 80 of the same 306 private institutions. The average salary of the 380 faculty was $57,487. This average salary was 26.6 percent higher than the average salary of $45,403 for all 32,578 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

The increase in average salaries for all faculty in business marketing and marketing management after three years in the private institutions studied was 16.9 percent ($57,487 minus $49,183 equals $8,304). The CPI of increased cost-of-living between October 1990 and October 1993 was 9.1 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 7.8 percent or 2.6 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 12.7 percent ($45,403 minus $40,291 equals $5,112). In comparison to the discipline/major field of business marketing and marketing management (16.9%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 4.2 percent (16.9% minus 12.7% equals 4.2%) less than faculty in business marketing and marketing management.

In the discipline/major field of business marketing and marketing management, the reader may note that the faculty mix percentage is significantly lower at the professor rank in comparison to the assistant professor rank in both studies: 21.7 percent vs. 35.3 percent (1990-91), respectively; and 21.6 percent vs. 37.6 percent, (1993-94), respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32.4 percent vs. 31.5 percent (1990-1991), and 33.3 percent vs. 31.1 percent (1993-94), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in business marketing and marketing management was higher than the hiring rate in ALL MAJOR FIELDS in the 1990-91 private study: 8.5 percent (22/258) vs. 4.8 percent (1,513/31,693), respectively, and lower in the 1993-94 private study: 3.2 percent (12/380) vs. 4.2 percent (1,372/32,578), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of business marketing and marketing management and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1990-91 through the "trend year" of 1993-94. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,950 (1.0%) faculty in business marketing and marketing management participated and were included in the 42 disciplines/major fields in each of the four studies and in the overall total of 185,948 participating faculty. The same 221 public institutions and the same 306 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of business marketing and marketing management in 1990-91 in the public and private studies were some 18 percent and 22 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in business marketing and marketing management in 1993-94 in the public and private studies were 21 percent and 27 percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1993 increased 9.1 percent from the CPI of October 1990, and indicates that the faculty in business marketing and marketing management in the public institutions received an average annual salary increase of .9 percent above the cost-of-living. In the private institutions the annual average salary increase was 2.6 percent above the cost-of-living.

Third, in the discipline/major field of business marketing and marketing management the professor rank FAC MIX PCTs are slightly higher than those in the assistant professor rank in both the 1990-91 and 1993-94 public studies, but significantly lower in the 1990-91 and 1993-94 private studies. These data show that the private institutions organized their curricula of business marketing and marketing management later than did the public institutions.

Finally, the hiring rate of new assistant professors in business marketing and marketing management in the 1990-91 and 1993-94 public studies was lower than in ALL MAJOR FIELDS; it was higher in the 1990-91 private study and lower in the 1993-94 private study in comparison to ALL MAJOR FIELDS.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of business marketing and marketing management is being developed, it is anticipated that this current information will be a valuable reference tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina. Coauthor Unal O. Boya is professor and chairperson of the Department of Marketing at Appalachian State University.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC Participating Institutions, page 11

C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL

ANTHROPOLOGY

AREA, ETHNIC, AND CULTURAL STUDIES

BIOLOGICAL SCIENCES/LIFE SCIENCES

BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL

BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES

BUSINESS/MANAGERIAL ECONOMICS

BUSINESS MARKETING AMD MARKETING MANAGEMENT

CHEMISTRY, GENERAL

COMMUNICATIONS

COMMUNICATION TECHNOLOGIES

COMPUTER AND INFORMATION SCIENCES

COUNSELOR EDUCATION COUNSELING AND GUIDANCE SERVICES

DRAMA/THEATER ARTS, GENERAL

ECONOMICS, GENERAL

EDUCATION

ENGINEERING

ENGINEERING-RELATED TECHNOLOGIES

ENGLISH LANGUAGE AND LITERATURE/LETTERS

FOREIGN LANGUAGES AND LITERATURES

GEOGRAPHY

GEOLOGY

HISTORY, GENERAL

HOME ECONOMICS

LIBRARY SCIENCE

MATHEMATICS

MULTI/INTERDISCIPLINARY STUDIES

MUSIC, GENERAL

NURSING (R.N. TRAINING)

PHILOSOPHY AND RELIGION

PHYSICAL SCIENCES

PHYSICS, GENERAL

POLITICAL SCIENCE, GENERAL

PROTECTIVE SERVICES

PSYCHOLOGY

READING TEACHER EDUCATION

SOCIOLOGY

SPECIAL EDUCATION, GENERAL

SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY

TEACHER EDUCATION

VISUAL AND PERFORMING ARTS

TOTAL: 42

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1990-91 and 1993-94

Institutions Participating in Both Studies:

Alabama A&M University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technical University (AR)
Armstrong State College (GA)
Auburn University of Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University Sacramento (CA)
California State University Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
College of Staten Island of the City University of New York (NY)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
Dickinson State University (ND)
East Central University (OK)
East Stroudsburg University (PA)
East Tennessee State University (TN)
East Texas State University (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern Montana College (MT)
Eastern New Mexico University (NM)
Eastern Oregon State College (OR)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fitchburg State College (MA)
Fort Hays State University (KS)
Fort Lewis College (CO)
Framingham State College (MA)
Francis Marion University (SC)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University of Pennsylvania (PA)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander College (SC)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (NE)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi Valley State University (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana College of Mineral Science and Technology (MT)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)

Participating Institutions (continued):

Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern State University (SD)
Northwest Missouri State University (MO)
Northwestern State University (LA)
Oakland University (MI)
Oklahoma Panhandle State University (OK)
Old dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Prairie View A&M University (TX)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
San Diego State University (CA)
Sangamon State University (IL)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
Southeast Missouri State University (MO)
Southwastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern college of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
St. Claud State University (NM)
State University of New York at Brockport (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
State University of New York College at Oswego (NY)
State University of New York College at Plattsburgh (NY)
State University of New York College at Potsdam (NY)
Tarleton State University (TX)
Tennessee Technological University (TN)
Texas A&M University-Corpus Christi TX)
Texas Woman's University (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama in Huntsville (AL)
University of Alaska Southeast (AK)
University of Arkansas at Little Rock (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Guam (GU)
University of Houston-Clear Lake (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maryland Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Memphis (TN)
University of Missouri-St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Pittsburgh at Bradford (PA)
University of Puerto Rico-Cayey (PR)
University of Puerto Rico-Humacao University College (PR)
University of Science and Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of Southern Carolina-Aiken (SC)
University of South Florida (The) (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Texas at Dallas (The) (TX)
University of Texas at El Paso (The) (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler (The) (TX)

Participating Institutions (continued):

University of the Virgin Islands (VI)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Univesrity of Wisconsin-Stevens Point (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valley City State University (ND)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Georgia College (GA)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winston-Salem State University (NC)
Wright State University (OH)
Youngstown State University (OH)

Total Institutions = 221

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1990-91 and 1993-94

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allenton College of St. Francis de Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (The) (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Belmont University (TN)
Benedict College (SC)
Benedictine College (KS)
Bentley College (MA)
Bethany College (KS)
Bethany College (WV)
Bethel College (IN)
Bethel College (MN)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Bradley University (OH)
Bridgewater College (VA)
Bryn Mawr College (PA)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Catawba College (NC)
Catholic University of America (DC)
Centenary College of Louisiana (LA)
Central Baptist College (AR)
Central College (IA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Clarke College (IA)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
Coker College (SC)
College of Great Falls (MT)
College of Mount Saint Vincent (NY)
College of Notre Dame (CA)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (NM)
Columbia College (MO
Columbia College (SC)
Concordia College (MN)
Concordia College (NE)
Concordia University Wisconsin (WI)
Cornell College (IA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Dordt College (IA)
Drake University (IA)
Drew University (NJ)
Drexel University (PA)
Drury College (MO)
Duquesne University (PA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmira College (NY)
Emory & Henry College (VA)
Fairfield University (CT)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Freed-Hardeman University (TN)
Friends University (KS)
Furman University (SC)

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Participating Institutions (continued):

Garner-Webb University (NC)
George Washington University (DC)
Georgetown University (DC)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Great Lakes Christian College (MI)
Grinnell College (IA)
Guilford College (NC)
Hampton University (VA)
Hartwick College (NY)
Hastings College (NE)
Hebrew College (MA)
Heidelberg College (OH)
Hilbert College (NY)
Hobart and William Smith Colleges (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Carroll University (OH)
Johnson C. Smith University (NC)
Judson College (AL)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College of Pennsylvania (PA)
Lees McRae College (NC)
LeTourneau University (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Loyola College in Maryland (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Manhattan College (NY)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Memphis Theological Seminary (TN)
Mercer University (GA)
Mercy College (NY)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Montreat-Anderson College (NC)
Moravian College (PA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
Niagara University (NY)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College (WA)
Northwestern College (IA)
Norwich Univesrity (VT)
Notre Dame College of Ohio (OH)
Nusson College (ME)
Oakwood College (AL)
Occidental College (CA)
Ohio Northern University (OH)
Ohio Wesleyan University (OH)
Oklahoma Baptist University (OK)
Olivet Nazarene University (IL)
Our Lady of Holy Cross College (LA)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Lutheran University (WA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer College (NC)
Pikeville College (KY)
Pine Manor College (MA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Quinnipiac College (CT)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rensselaer Polytechnic Institute (NY)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)

Participating Institutions (continued):

Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Russell Sage College (NY)
Sacred Heart University (CT)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College (IN)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (IA)
Simpson College (CA)
Sioux Falls College (SD)
Skidmore College (NY)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. John Fisher College (NY)
St. John's University (MN)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stillman College (AL)
Susquehanna University (PA)
Syracuse University (NY)
Tabor College (KS)
Teikyo Westmar University (IA)
Texas Christian University (TX)
Thomas More College (KY)
Tiffin University (OH)
Transylvania University (KY)
Tri-State University (IN)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (The) (OH)
Union University (TN)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Charleston (The) (WV)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of San Francisco (CA)
University of St. Thomas (TX)
University of St. Thomas (MN)
University of the Ozarks (AR)
University of The South (The) (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Washington College (MD)
Webber College (FL)
Wesley College (DE)
Wesleyan College (GA)
Western Baptist College (OR)
Western Maryland College (MD)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College, Inc. (WV)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
Wilmington College (OH)
Wilmington College (DE)
Wingate College (NC)
Wisconsin Lutheran College (WI)
Woodbury University (CA)
York College of Pennsylvania (PA)

Total Institutions: 306

SALARY-TREND STUDY OF FACULTY IN CHEMISTRY FOR THE YEARS 1990-91 AND 1993-94

By
Richard D. Howe
and
Ricky Warren Goodman

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1993-94. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 42 selected academic disciplines including chemistry. The disciplines were chosen from among those defined by _A Classification of Instructional Programs_ (_CIP_), 1990. The definition of the discipline/major field of chemistry in the _CIP_ is as follows:

> A group of instructional programs that generally describes the scientific study of the composition and behavior of matter, including its micro- and macro-structure, the processes of chemical change, and the theoretical description and laboratory simulation of these phenomena.*
>
> [*_A Classification of Instructional Programs_ (Washington, D.C.: National Center for Education Statistics, [1990], p. 130--40.0501).]

This article presents a summary of the overall average salary increases in the discipline/major field of chemistry from the "baseline year" of 1990-91 to and including the "trend year" of 1993-94 for both public and private institutions. Of the 282 institutions which participated in CUPA's PUBLIC study of 1990-91, 221 also participated in 1993-94. Data from those same 221 institutions were used in both the baseline year and the trend year. Of the 460 institutions which participated in CUPA's PRIVATE study of 1989-90, 306 also participated in 1993-94. Data from those same 306 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of chemistry for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1990-91 and 1993-94).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major

field who hold a given academic rank. For example, a FAC MIX PCT factor of 24.4 for associate professor of chemistry in the 1990-91 public study means that 24.4 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1990-91, PUBLIC 1993-94, PRIVATE 1990-91 and PRIVATE 1993-94. For example, a SALARY FACTOR of .97 for associate professors in the discipline/major field of chemistry in the 1990-91 public study means that their average salary is three percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1990-91 or 1993-94). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 42 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of chemistry with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1990-91 and the "trend year" of 1993-94 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC, 1990-91:	DISCIPLINE: PHYSICAL SCIENCES MAJOR FIELD: CHEMISTRY, GENERAL																	
AVERAGE SALARY:	49988	856	173	39175	411	149	31953	358	146	30800	87	66	24371	58	36	42628	1683	190
FAC MIX PCT:	50.9%			24.4%			21.3%			5.2%			3.4%			100.0%		
SALARY FACTOR:	1.01			0.97			0.95			0.95			0.94			1.06%		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	49382	20535		40201	17323		33479	17898		32406	2968		25977	5278		40089	61034	221
FAC MIX PCT:	33.6%			28.4%			29.3%			4.9%			8.6%			100.0%		
PUBLIC, 1993-94:	DISCIPLINE: PHYSICAL SCIENCES MAJOR FIELD: CHEMISTRY, GENERAL																	
AVERAGE SALARY:	54182	838	174	41491	408	157	34295	387	153	32351	76	56	26881	50	33	45722	1683	195
FAC MIX PCT:	49.8%			24.2%			23.0%			4.5%			3.0%			100.0%		
SALARY FACTOR:	1.01			0.95			0.95			0.93			0.98			1.05		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	53700	20965		43457	17404		36275	17890		34850	2587		27419	4384		43720	60643	221
FAC MIX PCT:	34.6%			28.7%			29.5%			4.3%			7.2%			100.0%		
PRIVATE, 1990-91:	DISCIPLINE: PHYSICAL SCIENCES MAJOR FIELD: CHEMISTRY, GENERAL																	
AVERAGE SALARY:	51992	536	204	37249	294	159	30725	282	175	29321	61	55	26785	16	14	42475	1128	257
FAC MIX PCT:	47.5%			26.1%			25.0%			5.4%			1.4%			100.0%		
SALARY FACTOR:	1.02			0.95			0.94			0.95			1.02			1.05		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	51194	10278		39238	9563		32704	9984		30965	1513		26246	1868		40291	31693	306
FAC MIX PCT:	32.4%			30.2%			31.5%			4.8%			5.9%			100.0%		
PRIVATE, 1993-94:	DISCIPLINE: PHYSICAL SCIENCES MAJOR FIELD: CHEMISTRY, GENERAL																	
AVERAGE SALARY:	57514	534	210	41971	297	159	34399	293	171	33013	69	57	27691	24	21	46970	1148	263
FAC MIX PCT:	46.5%			25.9%			25.5%			6.0%			2.1%			100.0%		
SALARY FACTOR:	0.99			0.96			0.95			0.98			0.97			1.03		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	57805	10854		43900	9968		36283	10119		33719	1372		28694	1637		45403	32578	306
FAC MIX PCT:	33.3%			30.6%			31.1%			4.2%			5.0%			100.0%		

RESULTS OF THE TWO PUBLIC STUDIES, 1990-91 AND 1993-94

In the PUBLIC 1990-91 salary study in the above table, the reader may note that the discipline/major field of chemistry was reported in 190 of the 221 public institutions. The average salary of the 1,683 faculty was $42,628. This average salary was approximately 6.3 percent higher than the average salary of $40,089 for all 61,034 faculty in ALL MAJOR FIELDS in the 1990-91 public study.

In the PUBLIC 1993-94 salary study in the above table, the discipline/major field of chemistry was reported in 195 of the same 221 public institutions. The average salary of the 1,683 faculty was $45,722. This average salary was approximately 4.6 percent higher than the average salary of $43,720 for all 60,643 faculty in ALL MAJOR FIELDS in the 1993-94 public study.

The increase in average salaries for all faculty in the discipline/major field of chemistry after three years in the public institutions studied was 7.3 percent ($45,722 minus $42,628 equals $3,094). The CPI of increased cost-of-living between October 1990 and October 1993 was 9.1 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year period, is 1.8 percent or .6 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 9.1 percent ($43,720 minus $40,089 equals $3,631). In comparison to the discipline/major field of chemistry (7.3), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 1.8 percent (9.1% minus 7.3% equals 1.8%) more than faculty in the discipline/major field of chemistry.

The reader may note that the faculty mix percentage in chemistry is significantly higher at the professor rank than at the assistant professor rank both in the 1990-91 study: 50.9 percent vs. 21.3 percent, and in the 1993-94 study, 49.8 percent vs. 23.0 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR

FIELDS for both public studies are as follows: 33.6 percent vs. 29.3 percent (1990-91) and 34.6 percent vs. 29.5 percent (1993-94), respectively.

Finally, the hiring rate of new assistant professors in chemistry in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1990-91, 5.2 percent (87/1,683) vs. 4.9 percent (2,968/61,034), respectively; and higher in 1993-94, 4.5 percent (76/1,683) vs. 4.3 percent (2,587/60,643), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1990-91 AND 1993-94

In the PRIVATE 1990-91 salary study in the above table, the reader may note that the discipline/major field of chemistry was reported in 257 of the 306 private institutions. The average salary of the 1,128 faculty was $42,475. This average salary was 5.4 percent higher than the average salary of $40,291 for all 31,693 faculty in ALL MAJOR FIELDS in the 1990-91 private study.

In the PRIVATE 1993-94 salary study in the above table, the discipline/-major field of chemistry was reported in 263 of the same 306 private institutions. The average salary of the 1,148 faculty was $46,970. This average salary was 3.5 percent higher than the average salary of $45,403 for all 32,578 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

The increase in average salaries for all faculty in chemistry after three years in the private institutions studied was 10.6 percent ($46,970 minus $42,475 equals $4,495). The CPI of increased cost-of-living between October 1990 and October 1993 was 9.1 percent. A more realistic increase, therefore,in the average faculty salaries over the three-year time period, is 1.5 percent or .5 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 12.7 percent ($45,403 minus $40,291 equals $5,112). In comparison to the discipline/major field of chemistry (10.6%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries salaries by 2.1 percent (12.7% minus 10.6% equals 2.1%) more than faculty in chemistry.

In the discipline/major field of chemistry, the reader may note that the faculty mix percentage is significantly higher at the professor rank in comparison to the assistant professor rank in both studies: 47.5 percent vs. 25.0 percent (1990-91), respectively; and 46.5 percent vs. 25.5 percent, (1993-94), respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32.4 percent vs. 31.5 percent (1990-91), and 33.3 percent vs. 31.1 percent (1993-94), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in chemistry was higher than the hiring rate in ALL MAJOR FIELDS in the 1990-91 private study: 5.4 percent (61/1,128) vs. 4.8 percent (1,513/31,693), respectively, and higher in the 1993-94 private study: 6.0 percent (69/1,148) vs. 4.2 percent (1,372/32,578), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of chemistry and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1990--91 through the "trend year" of 1993-94. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 5,642 (3.0%) faculty in the discipline/major field of chemistry participated and were included in the 42 disciplines/major fields in each of the four studies and in the overall total of 185,948 participating faculty. The same 221 public institutions and the same 306 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of chemistry in 1990-91 in the public and private studies were some six percent and five percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in chemistry in 1993-94 in the public and private studies were five percent and three percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1993 increased 9.1 percent from the CPI of October 1990, and indicates that the faculty in chemistry in the public institutions received an average annual salary increase of 1.8 percent below the cost-of-living. In the private institutions the annual average salary increase was .5 percent above the cost-of-living.

Third, in the discipline/major field of chemistry the professor rank FAC MIX PCTs are significantly higher than those in the assistant professor rank in both the 1990-91 and 1993-94 public studies, and the same is true both in the 1990-91 and 1993-94 private studies. These data show that chemistry is an established discipline in academia.

Finally, the hiring rates of new assistant professors in chemistry in the 1990-91 and 1993-94 public studies were higher than in ALL MAJOR FIELDS. In both the 1990-91 and 1993-94 private studies the rates were higher than in ALL MAJOR FIELDS as well.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of chemistry is being developed, it is anticipated that future articles on this subject will become more valuable for interested administrators and professors.

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APPENDICES:

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B - LIST OF PUBLIC Participating Institutions, page 11

C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
AREA, ETHNIC, AND CULTURAL STUDIES
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES
BUSINESS/MANAGERIAL ECONOMICS
BUSINESS MARKETING AMD MARKETING MANAGEMENT
CHEMISTRY, GENERAL
COMMUNICATIONS
COMMUNICATION TECHNOLOGIES
COMPUTER AND INFORMATION SCIENCES
COUNSELOR EDUCATION COUNSELING AND GUIDANCE SERVICES
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R.N. TRAINING)
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
READING TEACHER EDUCATION
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL: 42

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1990-91 and 1993-94

Institutions Participating in Both Studies:

Alabama A&M University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technical University (AR)
Armstrong State College (GA)
Auburn University of Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University Sacramento (CA)
California State University Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
College of Staten Island of the City University of New York (NY)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
Dickinson State University (ND)
East Central University (OK)
East Stroudsburg University (PA)
East Tennessee State University (TN)
East Texas State University (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern Montana College (MT)
Eastern New Mexico University (NM)
Eastern Oregon State College (OR)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fitchburg State College (MA)
Fort Hays State University (KS)
Fort Lewis College (CO)
Framingham State College (MA)
Francis Marion University (SC)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University of Pennsylvania (PA)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander College (SC)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (NE)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi Valley State University (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana College of Mineral Science and Technology (MT)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)

Participating Institutions (continued):

Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern State University (SD)
Northwest Missouri State University (MO)
Northwestern State University (LA)
Oakland University (MI)
Oklahoma Panhandle State University (OK)
Old dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Prairie View A&M University (TX)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
San Diego State University (CA)
Sangamon State University (IL)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
Southeast Missouri State University (MO)
Southwastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern college of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
St. Claud State University (NM)
State University of New York at Brockport (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
State University of New York College at Oswego (NY)
State University of New York College at Plattsburgh (NY)
State University of New York College at Potsdam (NY)
Tarleton State University (TX)
Tennessee Technological University (TN)
Texas A&M University-Corpus Christi TX)
Texas Woman's University (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama in Huntsville (AL)
University of Alaska Southeast (AK)
University of Arkansas at Little Rock (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Guam (GU)
University of Houston-Clear Lake (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maryland Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Memphis (TN)
University of Missouri-St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Pittsburgh at Bradford (PA)
University of Puerto Rico-Cayey (PR)
University of Puerto Rico-Humacao University College (PR)
University of Science and Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of Southern Carolina-Aiken (SC)
University of South Florida (The) (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Texas at Dallas (The) (TX)
University of Texas at El Paso (The) (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler (The) (TX)

Participating Institutions (continued):

University of the Virgin Islands (VI)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Univesrity of Wisconsin-Stevens Point (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valley City State University (ND)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Georgia College (GA)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winston-Salem State University (NC)
Wright State University (OH)
Youngstown State University (OH)

Total Institutions = 221

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1990-91 and 1993-94

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allenton College of St. Francis de Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (The) (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Belmont University (TN)
Benedict College (SC)
Benedictine College (KS)
Bentley College (MA)
Bethany College (KS)
Bethany College (WV)
Bethel College (IN)
Bethel College (MN)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Bradley University (OH)
Bridgewater College (VA)
Bryn Mawr College (PA)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Catawba College (NC)
Catholic University of America (DC)
Centenary College of Louisiana (LA)
Central Baptist College (AR)
Central College (IA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Clarke College (IA)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
Coker College (SC)
College of Great Falls (MT)
College of Mount Saint Vincent (NY)
College of Notre Dame (CA)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (NM)
Columbia College (MO
Columbia College (SC)
Concordia College (MN)
Concordia College (NE)
Concordia University Wisconsin (WI)
Cornell College (IA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Dordt College (IA)
Drake University (IA)
Drew University (NJ)
Drexel University (PA)
Drury College (MO)
Duquesne University (PA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmira College (NY)
Emory & Henry College (VA)
Fairfield University (CT)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Freed-Hardeman University (TN)
Friends University (KS)
Furman University (SC)

Participating Institutions (continued):

Garner-Webb University (NC)
George Washington University (DC)
Georgetown University (DC)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Great Lakes Christian College (MI)
Grinnell College (IA)
Guilford College (NC)
Hampton University (VA)
Hartwick College (NY)
Hastings College (NE)
Hebrew College (MA)
Heidelberg College (OH)
Hilbert College (NY)
Hobart and William Smith Colleges (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Carroll University (OH)
Johnson C. Smith University (NC)
Judson College (AL)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College of Pennsylvania (PA)
Lees McRae College (NC)
LeTourneau University (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Loyola College in Maryland (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Manhattan College (NY)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Memphis Theological Seminary (TN)
Mercer University (GA)
Mercy College (NY)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Montreat-Anderson College (NC)
Moravian College (PA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
Niagara University (NY)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College (WA)
Northwestern College (IA)
Norwich Univesrity (VT)
Notre Dame College of Ohio (OH)
Nusson College (ME)
Oakwood College (AL)
Occidental College (CA)
Ohio Northern University (OH)
Ohio Wesleyan University (OH)
Oklahoma Baptist University (OK)
Olivet Nazarene University (IL)
Our Lady of Holy Cross College (LA)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Lutheran University (WA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer College (NC)
Pikeville College (KY)
Pine Manor College (MA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Quinnipiac College (CT)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rensselaer Polytechnic Institute (NY)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)

Participating Institutions (continued):

Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Russell Sage College (NY)
Sacred Heart University (CT)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College (IN)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (IA)
Simpson College (CA)
Sioux Falls College (SD)
Skidmore College (NY)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. John Fisher College (NY)
St. John's University (MN)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stillman College (AL)
Susquehanna University (PA)
Syracuse University (NY)
Tabor College (KS)
Teikyo Westmar University (IA)
Texas Christian University (TX)
Thomas More College (KY)
Tiffin University (OH)
Transylvania University (KY)
Tri-State University (IN)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (The) (OH)
Union University (TN)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Charleston (The) (WV)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of San Francisco (CA)
University of St. Thomas (TX)
University of St. Thomas (MN)
University of the Ozarks (AR)
University of The South (The) (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Washington College (MD)
Webber College (FL)
Wesley College (DE)
Wesleyan College (GA)
Western Baptist College (OR)
Western Maryland College (MD)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College, Inc. (WV)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
Wilmington College (OH)
Wilmington College (DE)
Wingate College (NC)
Wisconsin Lutheran College (WI)
Woodbury University (CA)
York College of Pennsylvania (PA)

Total Institutions: 306

SALARY-TREND STUDY OF FACULTY IN COMMUNICATIONS
FOR THE YEARS
1990-91 AND 1993-94

By
Richard D. Howe
and
Nina Jo Moore

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1993-94. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 42 selected academic disciplines including communications. The disciplines were chosen from among those defined by _A Classification of Instructional Programs_ (_CIP_), 1990. The definition of the discipline/major field of communications in the _CIP_ is as follows:

> A summary of groups of instructional programs that describe the creation, transmission and evaluation of messages.*
>
> [*_A Classification of Instructional Programs_ (Washington, D.C.: National Center for Education Statistics, [1990], p. 68--09.).]

This article presents a summary of the overall average salary increases in the discipline/major field of communications from the "baseline year" of 1990-91 to and including the "trend year" of 1993-94 for both public and private institutions. Of the 282 institutions which participated in CUPA's PUBLIC study of 1990-91, 221 also participated in 1993-94. Data from those same 221 institutions were used in both the baseline year and the trend year. Of the 494 institutions which participated in CUPA's PRIVATE study of 1990-91, 306 also participated in 1993-94. Data from those same 306 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of communications for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1990-91 and 1993-94).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major

field who hold a given academic rank. For example, a FAC MIX PCT factor of 26.8 for associate professor of communications in the 1990-91 public study means that 26.8 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1990-91, PUBLIC 1993-94, PRIVATE 1990-91 and PRIVATE 1993-94. For example, a SALARY FACTOR of .97 for associate professors in the discipline/major field of communications in the 1990-91 public study means that their average salary is three percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1990-91 or 1993-94). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 42 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of communications with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1990-91 and the "trend year" of 1993-94 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC, 1990-91:							DISCIPLINE: COMMUNICATIONS MAJOR FIELD: COMMUNICATIONS											
AVERAGE SALARY:	47930	345	118	38906	399	122	31463	527	140	29850	91	60	25886	219	88	36449	1490	153
FAC MIX PCT:	23.2%			26.8%			35.4%			6.1%			14.7%			100.0%		
SALARY FACTOR:	0.97			0.97			0.94			0.92			1.00			0.91		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	49382	20535		40201	17323		33479	17898		32406	2968		25977	5278		40089	61034	221
FAC MIX PCT:	33.6%			28.4%			29.3%			4.9%			8.6%			100.0%		
PUBLIC, 1993-94:							DISCIPLINE: COMMUNICATIONS MAJOR FIELD: COMMUNICATIONS											
AVERAGE SALARY:	51684	393	130	41711	418	136	34365	585	150	34278	54	39	27088	223	87	39464	1619	165
FAC MIX PCT:	24.3%			25.8%			36.1%			3.3%			13.8%			100.0%		
SALARY FACTOR:	0.96			0.96			0.95			0.98			0.99			0.90		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	53700	20965		43457	17404		36275	17890		34850	2587		27419	4384		43720	60643	221
FAC MIX PCT:	34.6%			28.7%			29.5%			4.3%			7.2%			100.0%		
PRIVATE, 1990-91:							DISCIPLINE: COMMUNICATIONS MAJOR FIELD: COMMUNICATIONS											
AVERAGE SALARY:	46269	189	89	37905	256	109	30334	368	141	29189	68	51	24734	95	63	35275	908	187
FAX MIX PCT:	20.8%			28.2%			40.5%			7.5%			10.5%			100.0%		
SALARY FACTOR:	0.91			0.97			0.93			0.94			0.94			0.88		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	51194	10278		39238	9563		32704	9984		30965	1513		26246	1868		40291	31693	306
FAC MIX PCT:	32.4%			30.2%			31.5%			4.8%			5.9%			100.0%		
PRIVATE, 1993-94:							DISCIPLINE: COMMUNICATIONS MAJOR FIELD: COMMUNICATIONS											
AVERAGE SALARY:	52903	177	88	41806	267	117	33657	344	134	31296	34	29	26777	88	62	39339	876	186
FAC MIX PCT:	20.2%			30.5%			39.3%			3.9%			10.0%			100.0%		
SALARY FACTOR:	0.92			0.95			0.93			0.93			0.93			0.87		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	57805	10854		43900	9968		36283	10119		33719	1372		28694	1637		45403	32578	306
FAC MIX PCT:	33.3%			30.6%			31.1%			4.2%			5.0%			100.0%		

RESULTS OF THE TWO PUBLIC STUDIES, 1990-91 AND 1993-94

In the PUBLIC 1990-91 salary study in the above table, the reader may note that the discipline/major field of communications was reported in 153 of the 221 public institutions. The average salary of the 1,490 faculty was $36,449. This average salary was approximately 10.0 percent lower than the average salary of $40,089 for all 61,034 faculty in ALL MAJOR FIELDS in the 1990-91 public study.

In the PUBLIC 1993-94 salary study in the above table, the discipline/major field of communications was reported in 165 of the same 221 public institutions. The average salary of the 1,619 faculty was $39,464. This average salary was approximately 10.8 percent lower than the average salary of $43,720 for all 60,643 faculty in ALL MAJOR FIELDS in the 1993-94 public study.

The increase in average salaries for all faculty in the discipline/major field of communications after three years in the public institutions studied was 8.3 percent ($39,464 minus $36,449 equals $3,015). The CPI of increased cost-of-living between October 1990 and October 1993 was 9.1 percent. In comparison with the CPI, there was a relative increase in communications average faculty salaries over the three-year period by .8 percent or an average of .3 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 9.1 percent ($43,720 minus $40,089 equals $3,631). In comparison to the discipline/major field of communications (8.3%); therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of .8 percent (9.1% minus 8.3% equals .8%) more than faculty in the discipline/major field of communications.

The reader may note that the faculty mix percentage in communications is lower at the professor rank than at the assistant professor rank in the 1990-91 study: 23.2 percent vs. 35.4 percent, and in the 1993-94 study it is 24.3 percent vs. 36.1 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 33.6 percent vs. 29.3 percent (1990-91) and 34.6 percent vs. 29.5 percent (1993-94), respectively.

Finally, the hiring rate of new assistant professors in communications in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1990-91, 6.1 percent (91/1,490) vs. 4.9 percent (2,968/61,034), respectively; and lower in 1993-94, 3.3 percent (54/1,619) vs. 4.3 percent (2,587/60,643), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1990-91 AND 1993-94

In the PRIVATE 1990-91 salary study in the above table, the reader may note that the discipline/major field of communications was reported in 187 of the 306 private institutions. The average salary of the 908 faculty was $35,275. This average salary was 14.2 percent lower than the average salary of $40,291 for all 31,693 faculty in ALL MAJOR FIELDS in the 1990-91 private study.

In the PRIVATE 1993-94 salary study in the above table, the discipline/-major field of communications was reported in 186 of the same 306 private institutions. The average salary of the 876 faculty was $39,339. This average salary was 15.4 percent lower than the average salary of $45,403 for all 32,578 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

The increase in average salaries for all faculty in communications after three years in the private institutions studied was 11.5 percent ($39,339 minus $35,275 equals $4,064). The CPI of increased cost-of-living between October 1990 and October 1993 was 9.1 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 2.4 percent or .8 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 12.7 percent ($45,403 minus $40,291 equals $5,112). In comparison to the discipline/major field of communications (11.5%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 1.2 percent (12.7% minus 11.5% equals 1.2%) more than faculty in communications.

In the discipline/major field of communications, the reader may note that the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank in both studies: 20.8 percent vs. 40.5 percent (1990-91), respectively; and 20.2 percent vs. 39.3 percent, (1993-94), respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32.4 percent vs. 31.5 percent (1990-1991), and 33.3 percent vs. 31.1 percent (1993-94), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in communications was higher than the hiring rate in ALL MAJOR FIELDS in the 1990-91 private study: 7.5 percent (68/908) vs. 4.8 percent (1,513/31,693), respectively, and higher in the 1993-94 private study: 3.9 percent (34/876) vs. 4.2 percent (1,372/32,578), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of communications and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1990-91 through the "trend year" of 1993-94. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 4,893 (2.6%) faculty in the discipline/major field of communications participated and were included in the 42 disciplines/major fields in each of the four studies and in the overall total of 185,948 participating faculty. The same 221 public institutions and the same 306 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of communications in 1990-91 in the public and private studies were some 10 and 14.2 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00) respectively.

Second, the CPI of October 1993 increased 9.1 percent from the CPI of October 1990, and indicates that the faculty in communications in the public institutions received an average annual salary increase of .8 percent below the cost-of-living. In the private institutions the annual average salary increase was 2.4 percent above the cost-of-living.

Third, in the discipline/major field of communications the professor rank FAC MIX PCTs are lower than those in the assistant professor rank in both the 1990-91 and 1993-94 public studies, and the same is even more true both in the 1990-91 and 1993-94 private studies. These data show that the discipline/major field of communications is still an emerging discipline/major field in academia.

Finally, the hiring rate of new assistant professors in communications in the 1990-91 public was higher than the hiring rate in ALL MAJOR FIELDS but lower in the 1993-94 study. In the private institutions it was higher in the 1990-91 study and lower in the 1993-94 study.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of communications is being developed, it is anticipated that this current information will be a valuable reference tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina. Co-author Nina Jo Moore is an associate professor of communication at Appalachian State University.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC Participating Institutions, page 11

C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
AREA, ETHNIC, AND CULTURAL STUDIES
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES
BUSINESS/MANAGERIAL ECONOMICS
BUSINESS MARKETING AMD MARKETING MANAGEMENT
CHEMISTRY, GENERAL
COMMUNICATIONS
COMMUNICATION TECHNOLOGIES
COMPUTER AND INFORMATION SCIENCES
COUNSELOR EDUCATION COUNSELING AND GUIDANCE SERVICES
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R.N. TRAINING)
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
READING TEACHER EDUCATION
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL: 42

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1990-91 and 1993-94

Institutions Participating in Both Studies:

Alabama A&M University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technical University (AR)
Armstrong State College (GA)
Auburn University of Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University Sacramento (CA)
California State University Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
College of Staten Island of the City University of New York (NY)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
Dickinson State University (ND)
East Central University (OK)
East Stroudsburg University (PA)
East Tennessee State University (TN)
East Texas State University (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern Montana College (MT)
Eastern New Mexico University (NM)
Eastern Oregon State College (OR)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fitchburg State College (MA)
Fort Hays State University (KS)
Fort Lewis College (CO)
Framingham State College (MA)
Francis Marion University (SC)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University of Pennsylvania (PA)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander College (SC)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (NE)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi Valley State University (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana College of Mineral Science and Technology (MT)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)

Participating Institutions (continued):

Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern State University (SD)
Northwest Missouri State University (MO)
Northwestern State University (LA)
Oakland University (MI)
Oklahoma Panhandle State University (OK)
Old dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Prairie View A&M University (TX)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
San Diego State University (CA)
Sangamon State University (IL)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
Southeast Missouri State University (MO)
Southwastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern college of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
St. Claud State University (NM)
State University of New York at Brockport (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
State University of New York College at Oswego (NY)
State University of New York College at Plattsburgh (NY)
State University of New York College at Potsdam (NY)
Tarleton State University (TX)
Tennessee Technological University (TN)
Texas A&M University-Corpus Christi TX)
Texas Woman's University (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama in Huntsville (AL)
University of Alaska Southeast (AK)
University of Arkansas at Little Rock (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Guam (GU)
University of Houston-Clear Lake (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maryland Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Memphis (TN)
University of Missouri-St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Pittsburgh at Bradford (PA)
University of Puerto Rico-Cayey (PR)
University of Puerto Rico-Humacao University College (PR)
University of Science and Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of Southern Carolina-Aiken (SC)
University of South Florida (The) (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Texas at Dallas (The) (TX)
University of Texas at El Paso (The) (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler (The) (TX)

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Participating Institutions (continued):

University of the Virgin Islands (VI)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Univesrity of Wisconsin-Stevens Point (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valley City State University (ND)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Georgia College (GA)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winston-Salem State University (NC)
Wright State University (OH)
Youngstown State University (OH)

Total Institutions = 221

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1990-91 and 1993-94

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allenton College of St. Francis de Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (The) (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Belmont University (TN)
Benedict College (SC)
Benedictine College (KS)
Bentley College (MA)
Bethany College (KS)
Bethany College (WV)
Bethel College (IN)
Bethel College (MN)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Bradley University (OH)
Bridgewater College (VA)
Bryn Mawr College (PA)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Catawba College (NC)
Catholic University of America (DC)
Centenary College of Louisiana (LA)
Central Baptist College (AR)
Central College (IA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Clarke College (IA)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
Coker College (SC)
College of Great Falls (MT)
College of Mount Saint Vincent (NY)
College of Notre Dame (CA)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (NM)
Columbia College (MO
Columbia College (SC)
Concordia College (MN)
Concordia College (NE)
Concordia University Wisconsin (WI)
Cornell College (IA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Dordt College (IA)
Drake University (IA)
Drew University (NJ)
Drexel University (PA)
Drury College (MO)
Duquesne University (PA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmira College (NY)
Emory & Henry College (VA)
Fairfield University (CT)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Freed-Hardeman University (TN)
Friends University (KS)
Furman University (SC)

Participating Institutions (continued):

Garner-Webb University (NC)
George Washington University (DC)
Georgetown University (DC)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Great Lakes Christian College (MI)
Grinnell College (IA)
Guilford College (NC)
Hampton University (VA)
Hartwick College (NY)
Hastings College (NE)
Hebrew College (MA)
Heidelberg College (OH)
Hilbert College (NY)
Hobart and William Smith Colleges (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Carroll University (OH)
Johnson C. Smith University (NC)
Judson College (AL)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College of Pennsylvania (PA)
Lees McRae College (NC)
LeTourneau University (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Loyola College in Maryland (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Manhattan College (NY)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Memphis Theological Seminary (TN)
Mercer University (GA)
Mercy College (NY)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Montreat-Anderson College (NC)
Moravian College (PA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
Niagara University (NY)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College (WA)
Northwestern College (IA)
Norwich Univesrity (VT)
Notre Dame College of Ohio (OH)
Nusson College (ME)
Oakwood College (AL)
Occidental College (CA)
Ohio Northern University (OH)
Ohio Wesleyan University (OH)
Oklahoma Baptist University (OK)
Olivet Nazarene University (IL)
Our Lady of Holy Cross College (LA)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Lutheran University (WA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer College (NC)
Pikeville College (KY)
Pine Manor College (MA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Quinnipiac College (CT)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rensselaer Polytechnic Institute (NY)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)

Participating Institutions (continued):

Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Russell Sage College (NY)
Sacred Heart University (CT)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College (IN)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (IA)
Simpson College (CA)
Sioux Falls College (SD)
Skidmore College (NY)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. John Fisher College (NY)
St. John's University (MN)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stillman College (AL)
Susquehanna University (PA)
Syracuse University (NY)
Tabor College (KS)
Teikyo Westmar University (IA)
Texas Christian University (TX)
Thomas More College (KY)
Tiffin University (OH)
Transylvania University (KY)
Tri-State University (IN)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (The) (OH)
Union University (TN)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Charleston (The) (WV)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of San Francisco (CA)
University of St. Thomas (TX)
University of St. Thomas (MN)
University of the Ozarks (AR)
University of The South (The) (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Washington College (MD)
Webber College (FL)
Wesley College (DE)
Wesleyan College (GA)
Western Baptist College (OR)
Western Maryland College (MD)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College, Inc. (WV)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
Wilmington College (OH)
Wilmington College (DE)
Wingate College (NC)
Wisconsin Lutheran College (WI)
Woodbury University (CA)
York College of Pennsylvania (PA)

Total Institutions: 306

SALARY-TREND STUDY OF FACULTY IN COMMUNICATION TECHNOLOGIES FOR THE YEARS 1990-91 AND 1993-94

By
Richard D. Howe
and
Patton B. Reighard

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1993-94. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 42 selected academic disciplines including communication technologies. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of communication technologies in the CIP is as follows:

> An instructional program that prepares individuals to assist instructional media designers and other communications professionals in preparing educational and training films, tapes, recordings, videos, slides and overheads, and in operating related technical equipment.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 161--50.).]

This article presents a summary of the overall average salary increases in the discipline/major field of communication technologies from the "baseline year" of 1990-91 to and including the "trend year" of 1993-94 for both public and private institutions. Of the 282 institutions which participated in CUPA's

PUBLIC study of 1990-91, 221 also participated in 1993-94. Data from those same 221 institutions were used in both the baseline year and the trend year. Of the 494 institutions which participated in CUPA's PRIVATE study of 1990-91, 306 also participated in 1993-94. Data from those same 306 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of communication technologies for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1990-91 and 1993-94).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for

a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 27.7 for associate professor of communication technologies in the 1990-91 public study means that 27.7 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1990-91, PUBLIC 1993-94, PRIVATE 1990-91 and PRIVATE 1993-94. For example, a SALARY FACTOR of .96 for associate professors in the discipline/major field of communication technologies in the 1990-91 public study means that their average salary is four percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1990-91 or 1993-94). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 42 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of communication technologies with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1990-91 and the "trend year" of 1993-94 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC, 1990-91: DISCIPLINE: COMMUNICATIONS TECHNOLOGIES MAJOR FIELD: COMMUNICATION TECHNOLOGIES																		
AVERAGE SALARY:	50549	34	11	38640	33	15	31590	41	16	31473	2	2	26101	11	7	38455	119	17
FAC MIX PCT:	28.6%			27.7%			34.5%			1.7%			9.2%			100.0%		
SALARY FACTOR:	1.02			0.96			0.94			0.97			1.00			0.96		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	49382	20535		40201	17323		33479	17898		32406	2968		25977	5278		40089	61034	221
C MIX PCT:	33.6%			28.4%			29.3%			4.9%			8.6%			100.0%		
PUBLIC, 1993-94: DISCIPLINE: COMMUNICATION TECHNOLOGIES MAJOR FIELD: COMMUNICATION TECHNOLOGIES																		
AVERAGE SALARY:	56090	34	14	42521	46	16	35967	37	15	36889	7	5	26767	23	7	41496	140	21
FAC MIX PCT:	24.3%			32.9%			26.4%			5.0%			16.4%			100.0%		
SALARY FACTOR:	1.04			0.98			0.99			1.06			0.98			0.95		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	53700	20965		43457	17404		36275	17890		34850	2587		27419	4384		43720	60643	221
FAC MIX PCT:	34.6%			28.7%			29.5%			4.3%			7.2%			100.0%		
PRIVATE, 1990-91: DISCIPLINE: COMMUNICATION TECHNOLOGIES MAJOR FIELD: COMMUNICATION TECHNOLOGIES																		
AVERAGE SALARY:	43218	14	8	37453	22	12	30404	33	18	30708	5	5	20777	10	7	33419	79	26
FAC MIX PCT:	17.7%			27.8%			41.8%			6.3%			12.7%			100.0%		
SALARY FACTOR:	0.84			0.95			0.93			0.99			0.79			0.83		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	51194	10278		39238	9563		32704	9984		30965	1513		26246	1868		40291	31693	306
FAC MIX PCT:	32.4%			30.2%			31.5%			4.8%			5.9%			100.0%		
PRIVATE, 1993-94: DISCIPLINE: COMMUNICATION TECHNOLOGIES MAJOR FIELD: COMMUNICATION TECHNOLOGIES																		
AVERAGE SALARY:	48550	13	8	40913	16	8	34298	27	16	37513	4	3	26918	4	4	38658	60	24
FAC MIX PCT:	21.7%			26.7%			45.0%			6.7%			6.7%			100.0%		
SALARY FACTOR:	0.84			0.93			0.95			1.11			0.94			0.85		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	57805	10854		43900	9968		36283	10119		33719	1372		28694	1637		45403	32578	306
FAC MIX PCT:	33.3%			30.6%			31.1%			4.2%			5.0%			100.0%		

RESULTS OF THE TWO PUBLIC STUDIES, 1990-91 and 1993-94

In the PUBLIC 1990-91 salary study in the above table, the reader may note that the discipline/major field of communication technologies was reported in 17 of the 221 public institutions. The average salary of the 119 faculty was $38,455. This average salary was approximately 4.2 percent lower than the average salary of $40,089 for all 61,034 faculty in ALL MAJOR FIELDS in the 1990-91 public study.

In the PUBLIC 1993-94 salary study in the above table, the discipline/major field of communication technologies was reported in 21 of the same 221 public institutions. The average salary of the 140 faculty was $41,496. This average salary was approximately 5.4 percent lower than the average salary of $43,720 for all 60,643 faculty in ALL MAJOR FIELDS in the 1993-94 public study.

The increase in average salaries for all faculty in the discipline/major field of communication technologies after three years in the public institutions studied was 7.9 percent ($41,496 minus $38,455 equals $3,041). The CPI of increased cost-of-living between October 1990 and October 1993 was 9.1 percent. In comparison with the CPI, there was a relative increase in communication technologies average faculty salaries over the three-year period by 1.2 percent or an average of .4 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 9.1 percent ($42,720 minus $40,089 equals $3,631). In comparison to the discipline/major field of communication technologies (7.9%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 1.2 percent (9.1% minus 7.9% equals 1.2%) more than faculty in the discipline/major field of Communication Technologies.

The reader may note that the faculty mix percentage in Communication Technologies is lower at the professor rank than at the assistant professor rank in the 1990-91 study: 28.6 percent vs. 34.5 percent, and in the 1993-94 study it is 24.3 percent vs. 26.4 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 33.6 percent vs. 29.3 percent (1990-91) and 34.6 percent vs. 29.5 percent (1993-94), respectively.

Finally, the hiring rate of new assistant professors in visual and performing arts in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1990-91, 1.7 percent (2/119) vs. 4.9 percent (2,968/61,034), respectively; and higher in 1993-94, 5.0 percent (7/140) vs. 4.3 percent (2,587/-60,643), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1990-91 and 1993-94

In the PRIVATE 1990-91 salary study in the above table, the reader may note that the discipline/major field of communication technologies was reported in 26 of the 306 private institutions. The average salary of the 79 faculty was $33,419. This average salary was 20.6 percent lower than the average salary of $40,291 for all 31,693 faculty in ALL MAJOR FIELDS in the 1990-91 private study.

In the PRIVATE 1993-94 salary study in the above table, the discipline/-major field of communication technologies was reported in 24 of the same 306 private institutions. The average salary of the 60 faculty was $38,658. This average salary was 17.4 percent lower than the average salary of $45,403 for all 32,578 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

The increase in average salaries for all faculty in Communication Technologies after three years in the private institutions studied was 15.7 percent ($38,658 minus $33,419 equals $5,239). The CPI of increased cost-of-living between October 1990 and October 1993 was 9.1 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time

period, is 6.6 percent or 2.2 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 12.7 percent ($45,403 minus $40,291 equals $5,112). In comparison to the discipline/major field of communication technologies (15.7%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 3.0 percent (15.7% minus 12.7% equals 3.0%) more than faculty in communication technologies.

In the discipline/major field of communication technologies, the reader may note that the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank in both studies: 17.7 percent vs. 41.8 percent (1990-91), respectively; and 21.7 percent vs. 45.0 percent (1993-94), respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32.4 percent vs. 31.5 percent (1990-91), and 33.3 percent vs. 31.1 percent (1993-94), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in communication technologies was higher than the hiring rate in ALL MAJOR FIELDS in the 1990-91 private study: 6.3 percent (5/79) vs. 4.8 percent (1,513/31,693), respectively, and higher in the 1993-94 private study: 6.7 percent (4/60) vs. 4.2 percent (1,372/32,578), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the adademic discipline/-major field of communication technologies and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1990-91 through the "trend year" of 1993-94. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of

398 (.21%) faculty in the discipline/major field of communication technologies participated and were included in the 42 disciplines/major fields in each of the four studies and in the overall total of 185,948 participating faculty. The same 221 public institutions and the same 306 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of communication technologies in 1990-91 in the public and private studies were 4.2 percent and 17.4 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1993 increased 9.1 percent from the CPI of October 1990, and indicates that the faculty in communication technologies in the public institutions received an average annual salary increase of .4 percent above the cost-of-living. In the private institutions the annual average salary increase was 2.2 percent above the cost-of-living.

Third, in the discipline/major field of communication technologies the professor rank FAC MIX PCTs are lower than those in the assistant professor rank in all the 1990-91 and 1993-94 public and private studies.

Finally, the hiring rate of new assistant professors in communication technologies is higher in the 1993-94 public study, and in the 1990-91 and 1993-94 private studies, but lower in the 1990-91 public study than in ALL MAJOR FIELDS.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of communication technologies is being developed, it is anticipated that this current information will be a valuable reference tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina. Coauthor Patton B. Reighard is the Associate Dean of the College of Fine and Applied Arts and a professor of communication at Appalachian State University.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC Participating Institutions, page 11

C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL

ANTHROPOLOGY

AREA, ETHNIC, AND CULTURAL STUDIES

BIOLOGICAL SCIENCES/LIFE SCIENCES

BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL

BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES

BUSINESS/MANAGERIAL ECONOMICS

BUSINESS MARKETING AND MARKETING MANAGEMENT

CHEMISTRY, GENERAL

COMMUNICATIONS

COMMUNICATION TECHNOLOGIES

COMPUTER AND INFORMATION SCIENCES

COUNSELOR EDUCATION COUNSELING AND GUIDANCE SERVICES

DRAMA/THEATER ARTS, GENERAL

ECONOMICS, GENERAL

EDUCATION

ENGINEERING

ENGINEERING-RELATED TECHNOLOGIES

ENGLISH LANGUAGE AND LITERATURE/LETTERS

FOREIGN LANGUAGES AND LITERATURES

GEOGRAPHY

GEOLOGY

HISTORY, GENERAL

HOME ECONOMICS

LIBRARY SCIENCE

MATHEMATICS

MULTI/INTERDISCIPLINARY STUDIES

MUSIC, GENERAL

NURSING (R.N. TRAINING)

PHILOSOPHY AND RELIGION

PHYSICAL SCIENCES

PHYSICS, GENERAL

POLITICAL SCIENCE, GENERAL

PROTECTIVE SERVICES

PSYCHOLOGY

READING TEACHER EDUCATION

SOCIOLOGY

SPECIAL EDUCATION, GENERAL

SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY

TEACHER EDUCATION

VISUAL AND PERFORMING ARTS

TOTAL: 42

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1990-91 and 1993-94

Institutions Participating in Both Studies:

Alabama A&M University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technical University (AR)
Armstrong State College (GA)
Auburn University of Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University Sacramento (CA)
California State University Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
College of Staten Island of the City University of New York (NY)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
Dickinson State University (ND)
East Central University (OK)
East Stroudsburg University (PA)
East Tennessee State University (TN)
East Texas State University (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern Montana College (MT)
Eastern New Mexico University (NM)
Eastern Oregon State College (OR)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fitchburg State College (MA)
Fort Hays State University (KS)
Fort Lewis College (CO)
Framingham State College (MA)
Francis Marion University (SC)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University of Pennsylvania (PA)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander College (SC)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (NE)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi Valley State University (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana College of Mineral Science and Technology (MT)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)

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Participating Institutions (continued):

Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern State University (SD)
Northwest Missouri State University (MO)
Northwestern State University (LA)
Oakland University (MI)
Oklahoma Panhandle State University (OK)
Old dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Prairie View A&M University (TX)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
San Diego State University (CA)
Sangamon State University (IL)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
Southeast Missouri State University (MO)
Southwestern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern college of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
St. Claud State University (MN)
State University of New York at Brockport (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
State University of New York College at Oswego (NY)
State University of New York College at
   Plattsburgh (NY)
State University of New York College at Potsdam (NY)
Tarleton State University (TX)
Tennessee Technological University (TN)
Texas A&M University-Corpus Christi TX)
Texas Woman's University (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama in Huntsville (AL)
University of Alaska Southeast (AK)
University of Arkansas at Little Rock (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Guam (GU)
University of Houston-Clear Lake (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maryland Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Memphis (TN)
University of Missouri-St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Pittsburgh at Bradford (PA)
University of Puerto Rico-Cayey (PR)
University of Puerto Rico-Humacao University
   College (PR)
University of Science and Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of Southern Carolina-Aiken (SC)
University of South Florida (The) (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Texas at Dallas (The) (TX)
University of Texas at El Paso (The) (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler (The) (TX)

Participating Institutions (continued):

University of the Virgin Islands (VI)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valley City State University (ND)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Georgia College (GA)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winston-Salem State University (NC)
Wright State University (OH)
Youngstown State University (OH)

Total Institutions = 221

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1990-91 and 1993-94

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allenton College of St. Francis de Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (The) (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Belmont University (TN)
Benedict College (SC)
Benedictine College (KS)
Bentley College (MA)
Bethany College (KS)
Bethany College (WV)
Bethel College (IN)
Bethel College (MN)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Bradley University (OH)
Bridgewater College (VA)
Bryn Mawr College (PA)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Catawba College (NC)
Catholic University of America (DC)
Centenary College of Louisiana (LA)
Central Baptist College (AR)
Central College (IA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Clarke College (IA)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
Coker College (SC)
College of Great Falls (MT)
College of Mount Saint Vincent (NY)
College of Notre Dame (CA)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (NM)
Columbia College (MO
Columbia College (SC)
Concordia College (MN)
Concordia College (NE)
Concordia University Wisconsin (WI)
Cornell College (IA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Dordt College (IA)
Drake University (IA)
Drew University (NJ)
Drexel University (PA)
Drury College (MO)
Duquesne University (PA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmira College (NY)
Emory & Henry College (VA)
Fairfield University (CT)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Freed-Hardeman University (TN)
Friends University (KS)
Furman University (SC)

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Participating Institutions (continued):

Garner-Webb University (NC)
George Washington University (DC)
Georgetown University (DC)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Great Lakes Christian College (MI)
Grinnell College (IA)
Guilford College (NC)
Hampton University (VA)
Hartwick College (NY)
Hastings College (NE)
Hebrew College (MA)
Heidelberg College (OH)
Hilbert College (NY)
Hobart and William Smith Colleges (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Carroll University (OH)
Johnson C. Smith University (NC)
Judson College (AL)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College of Pennsylvania (PA)
Lees McRae College (NC)
LeTourneau University (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Loyola College in Maryland (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Manhattan College (NY)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Memphis Theological Seminary (TN)
Mercer University (GA)
Mercy College (NY)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Montreat-Anderson College (NC)
Moravian College (PA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
Niagara University (NY)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College (WA)
Northwestern College (IA)
Norwich Univesrity (VT)
Notre Dame College of Ohio (OH)
Nusson College (ME)
Oakwood College (AL)
Occidental College (CA)
Ohio Northern University (OH)
Ohio Wesleyan University (OH)
Oklahoma Baptist University (OK)
Olivet Nazarene University (IL)
Our Lady of Holy Cross College (LA)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Lutheran University (WA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer College (NC)
Pikeville College (KY)
Pine Manor College (MA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Quinnipiac College (CT)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rensselaer Polytechnic Institute (NY)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)

Participating Institutions (continued):

Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Russell Sage College (NY)
Sacred Heart University (CT)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College (IN)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (IA)
Simpson College (CA)
Sioux Falls College (SD)
Skidmore College (NY)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. John Fisher College (NY)
St. John's University (MN)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stillman College (AL)
Susquehanna University (PA)
Syracuse University (NY)
Tabor College (KS)
Teikyo Westmar University (IA)
Texas Christian University (TX)
Thomas More College (KY)
Tiffin University (OH)
Transylvania University (KY)
Tri-State University (IN)
Tusculum College (TN)

Tuskegee University (AL)
Union Institute (The) (OH)
Union University (TN)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Charleston (The) (WV)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of San Francisco (CA)
University of St. Thomas (TX)
University of St. Thomas (MN)
University of the Ozarks (AR)
University of The South (The) (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Washington College (MD)
Webber College (FL)
Wesley College (DE)
Wesleyan College (GA)
Western Baptist College (OR)
Western Maryland College (MD)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College, Inc. (WV)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
Wilmington College (OH)
Wilmington College (DE)
Wingate College (NC)
Wisconsin Lutheran College (WI)
Woodbury University (CA)
York College of Pennsylvania (PA)

Total Institutions: 306

SALARY-TREND STUDY OF FACULTY IN COMPUTER AND INFORMATION SCIENCE FOR THE YEARS 1990-91 AND 1993-94

By
Richard D. Howe
and
Lee Tarrant

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1993-94. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 42 selected academic disciplines including Computer and Information Science. The disciplines were chosen from among those defined by _A Classification of Instructional Programs_ (_CIP_), 1990. The definition of the discipline/major field of Computer and Information Science in the _CIP_ is as follows:

> A summary of groups of instructional programs that describe the design, development and operation of electronic date storage and processing systems, including hardware and software.*
>
> [*_A Classification of Instructional Programs_ (Washington, D.C.: National Center for Education Statistics, [1990], p. 80--13.13).]

This article presents a summary of the overall average salary increases in the discipline/major field of Computer and Information Science from the "baseline year" of 1990-91 to and including the "trend year" of 1993-94 for both public and private institutions. Of the 282 institutions which participated in CUPA's PUBLIC study of 1990-91, 221 also participated in 1993-94. Data from those same 221 institutions were used in both the baseline year and the trend year. Of the 494 institutions which participated in CUPA's PRIVATE study of 1990-91, 306 also participated in 1993-94. Data from those same 306 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of Computer and Information Science for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1990-91 and 1993-94).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 29.3 for associate professor of Computer and Information Science in the 1990-91 public study means that 29.3 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1990-91, PUBLIC 1993-94, PRIVATE 1990-91 and PRIVATE 1993-94. For example, a SALARY FACTOR of 1.14 for associate professors in the discipline/major field of Computer and Information Science in the 1990--91 public study means that their average salary is 14 percent higher than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1990-91 or 1993-94). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 42 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of Computer and Information Science with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1990-91 and the "trend year" of 1993-94 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC, 1990-91:	DISCIPLINE: COMPUTER AND INFORMATION SCIENCES MAJOR FIELD: COMPUTER AND INFORMATION SCIENCES																	
AVERAGE SALARY:	54216	350	125	45926	471	149	40318	581	155	42592	91	60	28439	204	86	43483	1606	175
FAC MIX PCT:	21.8%			29.3%			36.2%			5.7%			12.7%			100.0%		
SALARY FACTOR:	1.10			1.14			1.20			1.28			1.09			1.08		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	49382	20535		40201	17323		33479	17898		32406	2968		25977	5278		40089	61034	221
FAC MIX PCT:	33.6%			28.4%			29.3%			4.9%			8.6%			100.0%		
PUBLIC, 1993-94:	DISCIPLINE: COMPUTER AND INFORMATION SCIENCES MAJOR FIELD: COMPUTER AND INFORMATION SCIENCES																	
AVERAGE SALARY:	59582	428	141	49324	542	157	43550	549	162	43842	66	44	30323	152	67	48326	1671	187
FAC MIX PCT:	25.6%			32.4%			32.9%			3.9%			9.1%			100.0%		
SALARY FACTOR:	1.11			1.14			1.20			1.26			1.11			1.11		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	53700	20965		43457	17404		36275	17890		34850	2587		27419	4384		43720	60643	221
FAC MIX PCT:	34.6%			28.7%			29.5%			4.3%			7.2%			100.0%		
PRIVATE, 1990-91:	DISCIPLINE: COMPUTER AND INFORMATION SCIENCES MAJOR FIELD: COMPUTER AND INFORMATION SCIENCES																	
AVERAGE SALARY:	57742	171	71	43419	271	123	36223	326	152	36074	27	23	28503	82	55	42102	850	205
FAC MIX PCT:	20.1%			31.9%			38.4%			3.2%			9.6%			100.0%		
SALARY FACTOR:	1.13			1.11			1.11			1.17			1.09			1.04		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	51194	10278		39238	9563		32704	9984		30965	1513		26246	1868		40291	31693	306
FAC MIX PCT:	32.4%			30.2%			31.5%			4.8%			5.9%			100.0%		
PRIVATE, 1993-94:	DISCIPLINE: COMPUTER AND INFORMATION SCIENCES MAJOR FIELD: COMPUTER AND INFORMATION SCIENCES																	
AVERAGE SALARY:	64352	170	82	47488	283	138	40740	303	158	39885	28	26	31726	62	47	47299	818	209
FAC MIX PCT:	20.8%			34.6%			37.0%			3.4%			7.6%			100.0%		
SALARY FACTOR:	1.14			1.08			1.12			1.18			1.11			1.04		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	57805	10854		43900	9968		36283	10119		33719	1372		28694	1637		45403	32578	306
FAC MIX PCT:	33.3%			30.6%			31.1%			4.2%			5.0%			100.0%		

RESULTS OF THE TWO PUBLIC STUDIES, 1990-91 AND 1993-94

In the PUBLIC 1990-91 salary study in the above table, the reader may note that the discipline/major field of Computer and Information Science was reported in 175 of the 221 public institutions. The average salary of the 1,606 faculty was $43,483. This average salary was approximately 8.5 percent higher than the average salary of $40,089 for all 61,034 faculty in ALL MAJOR FIELDS in the 1990-91 public study.

In the PUBLIC 1993-94 salary study in the above table, the discipline/major field of Computer and Information Science was reported in 187 of the same 221 public institutions. The average salary of the 1,671 faculty was $48,326. This average salary was approximately 10.5 percent higher than the average salary of $43,720 for all 60,643 faculty in ALL MAJOR FIELDS in the 1993-94 public study.

The increase in average salaries for all faculty in the discipline/major field of Computer and Information Science after three years in the public institutions studied was 11.1 percent ($48,326 minus $43,483 equals $4,843). The CPI of increased cost-of-living between October 1990 and October 1993 was 9.1 percent. In comparison with the CPI, there was a relative increase in Computer and Information Science average faculty salaries over the three-year period by 2.0 percent or an average of .7 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 9.1 percent ($43,720 minus $40,089 equals $3,631). In comparison to the discipline/major field of Computer and Information Science (11.1%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 2.0 percent (11.1% minus 9.1% equals 2.0%) less than faculty in the discipline/major field of Computer and Information Science.

The reader may note that the faculty mix percentage in Computer and Information Science is lower at the professor rank than at the assistant professor rank in the 1990-91 study: 21.8 percent vs. 36.2 percent, and in the 1993-94 study the faculty mix percentage is also lower at the professor rank than at the assistant professor rank: 25.6 percent vs. 32.9 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 33.6 percent vs. 29.3 percent (1990-91) and 34.6 percent vs. 29.5 percent (1993-94), respectively.

Finally, the hiring rate of new assistant professors in Computer and Information Science in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1990-91, 5.7 percent (91/1,606) vs. 4.9 percent (2,968/61,034), respectively; and lower in 1993-94, 3.9 percent (66/1,671) vs. 4.3 percent (2,587/60,643), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1990-91 AND 1993-94

In the PRIVATE 1990-91 salary study in the above table, the reader may note that the discipline/major field of Computer and Information Science was reported in 205 of the 306 private institutions. The average salary of the 850 faculty was $42,102. This average salary was 4.5 percent higher than the average salary of $40,291 for all 31,693 faculty in ALL MAJOR FIELDS in the 1990-91 private study.

In the PRIVATE 1993-94 salary study in the above table, the discipline/-major field of Computer and Information Science was reported in 209 of the same 306 private institutions. The average salary of the 818 faculty was $47,299. This average salary was 4.2 percent higher than the average salary of $45,403 for all 32,578 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

The increase in average salaries for all faculty in Computer and Information Science after three years in the private institutions studied was 12.3 percent ($47,299 minus $42,102 equals $5,197). The CPI of increased cost-of-living between October 1990 and October 1993 was 9.1 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 3.2 percent or 1.07 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 12.7 percent ($45,403 minus $40,291 equals $5,112). In comparison to the discipline/major field of Computer and Information Science (12.3%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by .4 percent (12.7% minus 12.3% equals .4%) more than faculty in Computer and Information Science.

In the discipline/major field of Computer and Information Science, the reader may note that the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank in both studies: 20.1 percent vs. 38.4 percent (1990-91), respectively; and 20.8 percent vs. 37.0 percent, (1993-94), respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32.4 percent vs. 31.5 percent (1990-91), and 33.3 percent vs. 31.1 percent (1993-94), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in Computer and Information Science was lower than the hiring rate in ALL MAJOR FIELDS in the 1990-91 private study: 3.2 percent (27/850) vs. 4.8 percent (1,513/31,693), respectively, and lower in the 1993-94 private study: 3.4 percent (28/818) vs. 4.2 percent (1,372/32,578), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of Computer and Information Science and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1990-91 through the "trend year" of 1993-94. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 4,945 (2.7%) faculty in the discipline/major field of Computer and Information Science participated and were included in the 42 disciplines/major fields in each of the four studies and in the overall total of 185,948 participating faculty. The same 221 public instituitons and the same 306 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of Computer and Information Science in 1990-91 in the public and private studies were eight percent above and four percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary for all ranks in Computer and Information Science in 1993-94 in the public and private studies were 11 percent above and four percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1993 increased 9.1 percent from the CPI of October 1990, and indicates that the faculty in Computer and Information Science in the public institutions received an average annual salary increase of .7 percent above the cost-of-living. In the private institutions the annual average salary increase was 1.07 percent above the cost-of-living.

Third, in the discipline/major field of Computer and Information Science the professor rank FAC MIX PCTs are lower in both the 1990-91 and 1993-94 public and private studies.

Finally, the hiring rate of new assistant professors in Computer and Information Science in the 1990-91 public study is higher than in ALL MAJOR FIELDS but lower in the 1993-94 public study. In both the 1990-91 and 1993-94 private studies the hiring rate is lower.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of Computer and Information Science is being developed, it is anticipated that this current information will be a valuable reference tool for interested aministrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina. Coauthor Lee Tarrant is assistant director of Institutional Research at Oklahoma State University, Stillwater, Oklahoma.

APPENDICES:

- A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B - LIST OF PUBLIC Participating Institutions, page 11
- C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL

ANTHROPOLOGY

AREA, ETHNIC, AND CULTURAL STUDIES

BIOLOGICAL SCIENCES/LIFE SCIENCES

BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL

BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES

BUSINESS/MANAGERIAL ECONOMICS

BUSINESS MARKETING AMD MARKETING MANAGEMENT

CHEMISTRY, GENERAL

COMMUNICATIONS

COMMUNICATION TECHNOLOGIES

COMPUTER AND INFORMATION SCIENCES

COUNSELOR EDUCATION COUNSELING AND GUIDANCE SERVICES

DRAMA/THEATER ARTS, GENERAL

ECONOMICS, GENERAL

EDUCATION

ENGINEERING

ENGINEERING-RELATED TECHNOLOGIES

ENGLISH LANGUAGE AND LITERATURE/LETTERS

FOREIGN LANGUAGES AND LITERATURES

GEOGRAPHY

GEOLOGY

HISTORY, GENERAL

HOME ECONOMICS

LIBRARY SCIENCE

MATHEMATICS

MULTI/INTERDISCIPLINARY STUDIES

MUSIC, GENERAL

NURSING (R.N. TRAINING)

PHILOSOPHY AND RELIGION

PHYSICAL SCIENCES

PHYSICS, GENERAL

POLITICAL SCIENCE, GENERAL

PROTECTIVE SERVICES

PSYCHOLOGY

READING TEACHER EDUCATION

SOCIOLOGY

SPECIAL EDUCATION, GENERAL

SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY

TEACHER EDUCATION

VISUAL AND PERFORMING ARTS

TOTAL: 42

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1990-91 and 1993-94

Institutions Participating in Both Studies:

Alabama A&M University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technical University (AR)
Armstrong State College (GA)
Auburn University of Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University Sacramento (CA)
California State University Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
College of Staten Island of the City University of New York (NY)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
Dickinson State University (ND)
East Central University (OK)
East Stroudsburg University (PA)
East Tennessee State University (TN)
East Texas State University (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern Montana College (MT)
Eastern New Mexico University (NM)
Eastern Oregon State College (OR)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fitchburg State College (MA)
Fort Hays State University (KS)
Fort Lewis College (CO)
Framingham State College (MA)
Francis Marion University (SC)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University of Pennsylvania (PA)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander College (SC)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (NE)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi Valley State University (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana College of Mineral Science and Technology (MT)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)

Participating Institutions (continued):

Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern State University (SD)
Northwest Missouri State University (MO)
Northwestern State University (LA)
Oakland University (MI)
Oklahoma Panhandle State University (OK)
Old dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Prairie View A&M University (TX)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
San Diego State University (CA)
Sangamon State University (IL)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
Southeast Missouri State University (MO)
Southwastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern college of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
St. Claud State University (NM)
State University of New York at Brockport (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
State University of New York College at Oswego (NY)
State University of New York College at Plattsburgh (NY)
State University of New York College at Potsdam (NY)
Tarleton State University (TX)
Tennessee Technological University (TN)
Texas A&M University-Corpus Christi TX)
Texas Woman's University (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama in Huntsville (AL)
University of Alaska Southeast (AK)
University of Arkansas at Little Rock (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Guam (GU)
University of Houston-Clear Lake (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maryland Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Memphis (TN)
University of Missouri-St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Pittsburgh at Bradford (PA)
University of Puerto Rico-Cayey (PR)
University of Puerto Rico-Humacao University College (PR)
University of Science and Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of Southern Carolina-Aiken (SC)
University of South Florida (The) (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Texas at Dallas (The) (TX)
University of Texas at El Paso (The) (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler (The) (TX)

Participating Institutions (continued):

University of the Virgin Islands (VI)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Univesrity of Wisconsin-Stevens Point (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valley City State University (ND)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Georgia College (GA)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winston-Salem State University (NC)
Wright State University (OH)
Youngstown State University (OH)

Total Institutions = 221

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1990-91 and 1993-94

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allenton College of St. Francis de Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (The) (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Belmont University (TN)
Benedict College (SC)
Benedictine College (KS)
Bentley College (MA)
Bethany College (KS)
Bethany College (WV)
Bethel College (IN)
Bethel College (MN)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Bradley University (OH)
Bridgewater College (VA)
Bryn Mawr College (PA)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Catawba College (NC)
Catholic University of America (DC)
Centenary College of Louisiana (LA)
Central Baptist College (AR)
Central College (IA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Clarke College (IA)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
Coker College (SC)
College of Great Falls (MT)
College of Mount Saint Vincent (NY)
College of Notre Dame (CA)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (NM)
Columbia College (MO
Columbia College (SC)
Concordia College (MN)
Concordia College (NE)
Concordia University Wisconsin (WI)
Cornell College (IA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Dordt College (IA)
Drake University (IA)
Drew University (NJ)
Drexel University (PA)
Drury College (MO)
Duquesne University (PA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmira College (NY)
Emory & Henry College (VA)
Fairfield University (CT)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Freed-Hardeman University (TN)
Friends University (KS)
Furman University (SC)

Participating Institutions (continued):

Garner-Webb University (NC)
George Washington University (DC)
Georgetown University (DC)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Great Lakes Christian College (MI)
Grinnell College (IA)
Guilford College (NC)
Hampton University (VA)
Hartwick College (NY)
Hastings College (NE)
Hebrew College (MA)
Heidelberg College (OH)
Hilbert College (NY)
Hobart and William Smith Colleges (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Carroll University (OH)
Johnson C. Smith University (NC)
Judson College (AL)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College of Pennsylvania (PA)
Lees McRae College (NC)
LeTourneau University (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Loyola College in Maryland (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Manhattan College (NY)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Memphis Theological Seminary (TN)
Mercer University (GA)
Mercy College (NY)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Montreat-Anderson College (NC)
Moravian College (PA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
Niagara University (NY)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College (WA)
Northwestern College (IA)
Norwich Univesrity (VT)
Notre Dame College of Ohio (OH)
Nusson College (ME)
Oakwood College (AL)
Occidental College (CA)
Ohio Northern University (OH)
Ohio Wesleyan University (OH)
Oklahoma Baptist University (OK)
Olivet Nazarene University (IL)
Our Lady of Holy Cross College (LA)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Lutheran University (WA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer College (NC)
Pikeville College (KY)
Pine Manor College (MA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Quinnipiac College (CT)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rensselaer Polytechnic Institute (NY)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)

Participating Institutions (continued):

Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Russell Sage College (NY)
Sacred Heart University (CT)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College (IN)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (IA)
Simpson College (CA)
Sioux Falls College (SD)
Skidmore College (NY)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. John Fisher College (NY)
St. John's University (MN)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stillman College (AL)
Susquehanna University (PA)
Syracuse University (NY)
Tabor College (KS)
Teikyo Westmar University (IA)
Texas Christian University (TX)
Thomas More College (KY)
Tiffin University (OH)
Transylvania University (KY)
Tri-State University (IN)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (The) (OH)
Union University (TN)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Charleston (The) (WV)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of San Francisco (CA)
University of St. Thomas (TX)
University of St. Thomas (MN)
University of the Ozarks (AR)
University of The South (The) (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Washington College (MD)
Webber College (FL)
Wesley College (DE)
Wesleyan College (GA)
Western Baptist College (OR)
Western Maryland College (MD)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College, Inc. (WV)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
Wilmington College (OH)
Wilmington College (DE)
Wingate College (NC)
Wisconsin Lutheran College (WI)
Woodbury University (CA)
York College of Pennsylvania (PA)

Total Institutions: 306

SALARY-TREND STUDY OF FACULTY IN COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES FOR THE YEARS 1990-91 AND 1993-94

By
Richard D. Howe and Mark Channing Hensley

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1993-94. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 42 selected academic disciplines including counselor education counseling and guidance service. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of counselor education/student counseling and guidance services in the CIP is as follows:

> An instructional program that prepares individuals to apply the theory and principles of guidance and counseling to the provision of support for the personal, social, educational, and vocational development of students, and the organizing of guidance services within elementary, middle and secondary educational institutions. Includes instruction in legal and professional requirements, therapeutic counselor intervention, vocational counseling, and related socio-psychological foundations.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 79--13.1101).]

This article presents a summary of the overall average salary increases in the discipline/major field of counselor education/student counseling and guidance services from the "baseline year" of 1990-91 to and including the "trend year" of 1993-94 for both public and private institutions. Of the 282 institutions which participated in CUPA's PUBLIC study of 1990-91, 221 also participated in 1993-94. Data from those same 221 institutions were used in both the baseline year and the trend year. Of the 494 institutions which participated in CUPA's PRIVATE study of 1990-91, 306 also participated in 1993-94. Data from those same 306 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of counselor education/student counseling and guidance service for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1990-91 and 1993-94).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 28.1 for associate professor of counselor education/student counseling and guidance services in the 1990-91 public study means that 28.1 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1990-91, PUBLIC 1993-94, PRIVATE 1990-91 and PRIVATE 1993-94. For example, a SALARY FACTOR of .97 for associate professors in counselor education/student counseling and guidance services in the 1990-91 public study means that their average salary is three percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1990-91 or 1993-94). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 42 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of counselor education/student counseling and guidance services with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1990-91 and the "trend year" of 1993-94 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: EDUCATION																		
PUBLIC, 1990-91: MAJOR FIELD: COUNSELOR EDUCATION, COUNSELING AND GUIDANCE SERVICES																		
AVERAGE SALARY:	49385	187	55	39171	123	48	31725	110	44	30094	22	15	28346	17	9	41246	437	59
FAC MIX PCT:	42.8%			28.1%			25.2%			5.0%			3.9%			100.0%		
SALARY FACTOR:	1.00			0.97			0.95			0.93			1.09			1.03		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	49382	20535		40201	17323		33479	17898		32406	2968		25977	5278		40089	61034	221
FAC MIX PCT:	33.6%			28.4%			29.3%			4.9%			8.6%			100.0%		
DISCIPLINE: EDUCATION																		
PUBLIC, 1993-94: MAJOR FIELD: COUNSELOR EDUCATION, COUNSELING AND GUIDANCE SERVICES																		
AVERAGE SALARY:	53139	181	57	42444	131	56	34748	135	55	32920	30	21	27258	15	10	43892	462	70
FAC MIX PCT:	39.2%			28.4%			29.2%			6.5%			3.2%			100.0%		
SALARY FACTOR:	0.99			0.98			0.96			0.94			0.99			1.00		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	53700	20965		43457	17404		36275	17890		34850	2587		27419	4384		43720	60643	221
FAC MIX PCT:	34.6%			28.7%			29.5%			4.3%			7.2%			100.0%		
DISCIPLINE: EDUCATION																		
PRIVATE, 1990-91: MAJOR FIELD: COUNSELOR EDUCATION, COUNSELING AND GUIDANCE SERVICES																		
AVERAGE SALARY:	46998	26	11	39830	23	12	31999	19	11	32750	2	2	24902	1	1	40158	69	18
FAC MIX PCT:	37.7%			33.3%			27.5%			2.9%			1.4%			100.0%		
SALARY FACTOR:	0.92			1.02			0.98			1.06			0.95			1.00		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	51194	10278		39238	9563		32704	9984		30965	1513		26246	1868		40291	31693	306
FAC MIX PCT:	32.4%			30.2%			31.5%			4.8%			5.9%			100.0%		
DISCIPLINE: EDUCATION																		
PRIVATE, 1993-94: MAJOR FIELD: COUNSELOR EDUCATION, COUNSELING AND GUIDANCE SERVICES																		
AVERAGE SALARY:	55676	31	13	44833	23	14	35527	44	24	33875	10	7	27899	3	2	43604	101	30
PAC MIX PCT:	30.7%			22.8%			43.6%			9.9%			3.0%			100.0%		
SALARY FACTOR:	0.96			1.02			0.98			1.00			0.97			0.96		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	57805	10854		43900	9968		36283	10119		33719	1372		28694	1637		45403	32578	306
FAC MIX PCT:	33.3%			30.6%			31.1%			4.2%			5.0%			100.0%		

RESULTS OF THE TWO PUBLIC STUDIES, 1990-91 AND 1993-94

In the PUBLIC 1990-91 salary study in the above table, the reader may note that the discipline/major field of counselor education/student counseling and guidance services was reported in 59 of the 221 public institutions. The average salary of the 437 faculty was $41,246. This average salary was approximately 2.9 percent higher than the average salary of $40,089 for all 61,034 faculty in ALL MAJOR FIELDS in the 1990-91 public study.

In the PUBLIC 1993-94 salary study in the above table, counselor education/student counseling and guidance services was reported in 70 of the same 221 public institutions. The average salary of the 462 faculty was $43,892. This average salary was approximately .39 percent higher than the average salary of $43,720 for all 60,643 faculty in ALL MAJOR FIELDS in the 1993-94 public study.

The increase in average salaries for all faculty in counselor education/student counseling and guidance services after three years in the public institutions studied was 6.4 percent ($43,892 minus $41,246 equals $2,646). The CPI of increased cost-of-living between October 1990 and October 1993 was 9.1 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year period, is 2.7 percent or .9 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 9.1 percent ($43,720 minus $40,089 equals $3,631). In comparison to counselor education/student counseling and guidance services (6.4%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 2.7 percent (9.1% minus 6.4% equals 2.7%) more than faculty in counselor education/student counseling and guidance services.

The reader may note that the faculty mix percentage in counselor education/-student counseling and guidance services is higher at the professor rank than assistant professor rank in the 1990-91 study: 42.8 percent vs. 25.2 percent, and in the 1993-94 study it is 39.2 percent vs. 29.2 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 33.6 percent vs. 29.3 percent (1990-91) and 34.6 percent vs. 29.5 percent (1993-94), respectively.

Finally, the hiring rate of new assistant professors in counseling education/student counseling and guidance services in the public studies was higher than in ALL MAJOR FIELDS in 1990-91, 5.0 percent (22/437) vs. 4.9 percent (2,968/61,034), respectively; and higher in 1993-94, 6.5 percent (30/462) vs. 4.3 percent (2,587/60,643), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1990-91 AND 1993-94

In the PRIVATE 1990-91 salary study in the above table, the reader may note that the discipline/major field of counselor education/student counseling and guidance services was reported in 18 of the 306 private institutions. The average salary of the 69 faculty was $40,158. This average salary was .3 percent lower than the average salary of $40,291 for all 31,693 faculty in ALL MAJOR FIELDS in the 1990-91 private study.

In the PRIVATE 1993-94 salary study in the above table, counselor education/student counseling and guidance services was reported in 30 of the same 306 private institutions. The average salary of the 101 faculty was $43,604. This average salary was 4.1 percent lower than the average salary of $45,403 for all 26,888 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

The increase in average salaries for all faculty in counselor education/student counseling and guidance services after three years in the private institutions studied was 8.6 percent ($43,604 minus $40,158 equals $3,446). The CPI of increased cost-of-living between October 1990 and October 1993 was 9.1 percent

A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is .5 percent or .17 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 12.7 percent ($45,403 minus $40,291 equals $5,112). In comparison to the discipline/major field of counselor education/student counseling and guidance services (8.6%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 4.1 percent (12.7% minus 8.6% equals 4.1%) more than faculty in counselor education/student counseling and guidance services.

In the discipline/major field of counselor education/student counseling and guidance services, the reader may note that the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank in the 1990-91 study: 37.7 percent vs. 27.5 percent (1990-91), respectively; but lower in the 1993-94 study: 30.7 percent vs. 43.6 percent. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32.4 percent vs. 31.5 percent (1989-1990), and 33.3 percent vs. 31.5 percent (1993-94), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in counselor education/student counseling and guidance services was lower than the hiring rate in ALL MAJOR FIELDS in the 1990-91 private study: 2.9 percent (2/69) vs. 4.8 percent (1,513/31,693), respectively, and higher in the 1993-94 private study: 9.9 percent (10/101) vs. 4.2 percent (1,372/32,578), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of counselor education/student counseling and guidance services and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1990-91 through the "trend year" of 1993-94. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,069 (.6%) faculty in counselor education/student counseling and guidance services participated and were included in the 42 disciplines/major fields in each of the four studies and in the overall total of 185,948 participating faculty. The same 221 public institutions and the same 306 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of counselor education/student counseling and guidance services in 1990-91 in the public and private studies were three percent above and essentially even with the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in counselor education/student counseling and guidance services in 1993-94 in the public and private studies were essentially even with and four percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1993 increased 9.1 percent from the CPI of October 1990, and indicates that the faculty in counselor education/student counseling and guidance services in the public institutions received an average annual salary increase of .9 percent below the cost-of-living. In the private institutions the annual average salary increase was .17 percent below the cost-of-living.

Third, in the discipline/major field of counselor education/student counseling and guidance services the professor rank FAC MIX PCTs are higher than those in the assistant professor rank in both the 1990-91 and 1993-94 public studies. In the private studies the professor rank is higher than the assistant professor rank in the 1990-91 study but lower in the 1993-94 study.

Finally, the hiring rate of new assistant professors in counselor education/student counseling and guidance services was lower than in ALL MAJOR FIELDS in the 1990-91 public and private studies but higher in the 1993-94 studies.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of counselor education/student counseling and guidance services is being developed, it is anticipated that this current information will be a valuable reference tool for interested administrators and professors.

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APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
AREA, ETHNIC, AND CULTURAL STUDIES
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES
BUSINESS/MANAGERIAL ECONOMICS
BUSINESS MARKETING AMD MARKETING MANAGEMENT
CHEMISTRY, GENERAL
COMMUNICATIONS
COMMUNICATION TECHNOLOGIES
COMPUTER AND INFORMATION SCIENCES
COUNSELOR EDUCATION COUNSELING AND GUIDANCE SERVICES
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R.N. TRAINING)
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
READING TEACHER EDUCATION
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL: 42

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1990-91 and 1993-94

Institutions Participating in Both Studies:

Alabama A&M University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technical University (AR)
Armstrong State College (GA)
Auburn University of Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University Sacramento (CA)
California State University Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
College of Staten Island of the City University of New York (NY)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
Dickinson State University (ND)
East Central University (OK)
East Stroudsburg University (PA)
East Tennessee State University (TN)
East Texas State University (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern Montana College (MT)
Eastern New Mexico University (NM)
Eastern Oregon State College (OR)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fitchburg State College (MA)
Fort Hays State University (KS)
Fort Lewis College (CO)
Framingham State College (MA)
Francis Marion University (SC)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University of Pennsylvania (PA)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander College (SC)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (NE)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi Valley State University (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana College of Mineral Science and Technology (MT)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)

Participating Institutions (continued):

Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern State University (SD)
Northwest Missouri State University (MO)
Northwestern State University (LA)
Oakland University (MI)
Oklahoma Panhandle State University (OK)
Old dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Prairie View A&M University (TX)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
San Diego State University (CA)
Sangamon State University (IL)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
Southeast Missouri State University (MO)
Southwastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern college of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
St. Claud State University (NM)
State University of New York at Brockport (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
State University of New York College at Oswego (NY)
State University of New York College at
  Plattsburgh (NY)
State University of New York College at Potsdam (NY)
Tarleton State University (TX)
Tennessee Technological University (TN)
Texas A&M University-Corpus Christi TX)
Texas Woman's University (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama in Huntsville (AL)
University of Alaska Southeast (AK)
University of Arkansas at Little Rock (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Guam (GU)
University of Houston-Clear Lake (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maryland Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Memphis (TN)
University of Missouri-St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Pittsburgh at Bradford (PA)
University of Puerto Rico-Cayey (PR)
University of Puerto Rico-Humacao University
  College (PR)
University of Science and Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of Southern Carolina-Aiken (SC)
University of South Florida (The) (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Texas at Dallas (The) (TX)
University of Texas at El Paso (The) (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler (The) (TX)

Participating Institutions (continued):

University of the Virgin Islands (VI)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Univesrity of Wisconsin-Stevens Point (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valley City State University (ND)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Georgia College (GA)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winston-Salem State University (NC)
Wright State University (OH)
Youngstown State University (OH)

Total Institutions = 221

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1990-91 and 1993-94

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allenton College of St. Francis de Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (The) (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Belmont University (TN)
Benedict College (SC)
Benedictine College (KS)
Bentley College (MA)
Bethany College (KS)
Bethany College (WV)
Bethel College (IN)
Bethel College (MN)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Bradley University (OH)
Bridgewater College (VA)
Bryn Mawr College (PA)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Catawba College (NC)
Catholic University of America (DC)
Centenary College of Louisiana (LA)
Central Baptist College (AR)
Central College (IA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Clarke College (IA)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
Coker College (SC)
College of Great Falls (MT)
College of Mount Saint Vincent (NY)
College of Notre Dame (CA)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (NM)
Columbia College (MO
Columbia College (SC)
Concordia College (MN)
Concordia College (NE)
Concordia University Wisconsin (WI)
Cornell College (IA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Dordt College (IA)
Drake University (IA)
Drew University (NJ)
Drexel University (PA)
Drury College (MO)
Duquesne University (PA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmira College (NY)
Emory & Henry College (VA)
Fairfield University (CT)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Freed-Hardeman University (TN)
Friends University (KS)
Furman University (SC)

Participating Institutions (continued):

Garner-Webb University (NC)
George Washington University (DC)
Georgetown University (DC)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Great Lakes Christian College (MI)
Grinnell College (IA)
Guilford College (NC)
Hampton University (VA)
Hartwick College (NY)
Hastings College (NE)
Hebrew College (MA)
Heidelberg College (OH)
Hilbert College (NY)
Hobart and William Smith Colleges (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Carroll University (OH)
Johnson C. Smith University (NC)
Judson College (AL)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College of Pennsylvania (PA)
Lees McRae College (NC)
LeTourneau University (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Loyola College in Maryland (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Manhattan College (NY)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Memphis Theological Seminary (TN)
Mercer University (GA)
Mercy College (NY)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Montreat-Anderson College (NC)
Moravian College (PA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
Niagara University (NY)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College (WA)
Northwestern College (IA)
Norwich Univesrity (VT)
Notre Dame College of Ohio (OH)
Nusson College (ME)
Oakwood College (AL)
Occidental College (CA)
Ohio Northern University (OH)
Ohio Wesleyan University (OH)
Oklahoma Baptist University (OK)
Olivet Nazarene University (IL)
Our Lady of Holy Cross College (LA)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Lutheran University (WA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer College (NC)
Pikeville College (KY)
Pine Manor College (MA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Quinnipiac College (CT)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rensselaer Polytechnic Institute (NY)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)

Participating Institutions (continued):

Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Russell Sage College (NY)
Sacred Heart University (CT)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College (IN)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (IA)
Simpson College (CA)
Sioux Falls College (SD)
Skidmore College (NY)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. John Fisher College (NY)
St. John's University (MN)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stillman College (AL)
Susquehanna University (PA)
Syracuse University (NY)
Tabor College (KS)
Teikyo Westmar University (IA)
Texas Christian University (TX)
Thomas More College (KY)
Tiffin University (OH)
Transylvania University (KY)
Tri-State University (IN)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (The) (OH)
Union University (TN)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Charleston (The) (WV)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of San Francisco (CA)
University of St. Thomas (TX)
University of St. Thomas (MN)
University of the Ozarks (AR)
University of The South (The) (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Washington College (MD)
Webber College (FL)
Wesley College (DE)
Wesleyan College (GA)
Western Baptist College (OR)
Western Maryland College (MD)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College, Inc. (WV)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
Wilmington College (OH)
Wilmington College (DE)
Wingate College (NC)
Wisconsin Lutheran College (WI)
Woodbury University (CA)
York College of Pennsylvania (PA)

Total Institutions: 306

SALARY-TREND STUDY OF FACULTY IN DRAMA/THEATER ARTS
FOR THE YEARS
1990-91 and 1993-94

By

Richard D. Howe
and
Ronnie Lee Jacobsen, Jr.

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1993-94. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 42 selected academic disciplines including dramatic arts. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of drama/theater arts in the CIP is as follows:

> An instructional program that generally describes the study of dramatic works and their performance. Includes instruction in major works of dramatic literature, dramatic styles and types, and the principles of organizing and producing full productions.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 164--50.0501).]

This article presents a summary of the overall average salary increases in the discipline/major field of drama/theater arts from the "baseline year" of 1990 to and including the "trend year" of 1992-93 for both public and private institutions. Of the 282 institutions which participated in CUPA's PUBLIC study of 1990-91, 221 also participated in 1993-94. Data from those same 221 institutions were used in both the baseline year and the trend year. Of the 494 institutions which participated in CUPA's PRIVATE study of 1990-91, 306 also participated in 1993-94. Data from those same 306 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of drama/theater arts faculty for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1990-91 and 1993-94).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for

a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 31.6 for associate professor of drama/theater arts in the 1990-91 public study means that 31.6 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1990-91; PUBLIC 1993-94, PRIVATE 1990-91 and PRIVATE 1993-94. For example, a SALARY FACTOR of .91 for associate professors in the discipline/major field of drama/theater arts in the 1990-90 public study means that their average salary is eight percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1990-91 or 1993-94). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 42 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of drama/theater arts with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1990-91 and the "trend year" of 1993-94 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC, 1990-91: DISCIPLINE: VISUAL AND PERFORMING ARTS MAJOR FIELD: DRAMA/THEATER ARTS, GENERAL																		
AVERAGE SALARY:	47657	207	85	37078	198	93	30202	212	91	28685	37	30	25525	50	30	37310	667	122
FAC MIX PCT:	31.0%			29.7%			31.8%			5.5%			7.5%			100.0%		
SALARY FACTOR:	0.97			0.92			0.90			0.89			0.98			0.93%		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	49382	20535		40201	17323		33479	17898		32406	2968		25977	5278		40089	61034	221
FAC MIX PCT:	33.6%			28.4%			29.3%			4.9%			8.6%			100.0%		
PUBLIC, 1993-94: DISCIPLINE: VISUAL AND PERFORMING ARTS MAJOR FIELD: DRAMA/THEATER ARTS, GENERAL																		
AVERAGE SALARY:	51008	227	94	38967	221	103	31687	240	99	31031	47	39	27017	49	28	39510	737	131
FAC MIX PCT:	30.8%			30.0%			32.6%			6.4%			6.6%			100.0%		
SALARY FACTOR:	0.95			0.90			0.87			0.89			0.99			0.90		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	53700	20965		43457	17404		36275	17890		34850	2587		27419	4384		43720	60643	221
FAC MIX PCT:	34.6%			28.7%			29.5%			4.3%			7.2%			100.0%		
PRIVATE, 1990-91: DISCIPLINE: VISUAL AND PERFORMING ARTS MAJOR FIELD: DRAMA/THEATER ARTS, GENERAL																		
AVERAGE SALARY:	45131	93	60	35357	122	80	28640	140	80	27629	21	19	27639	30	22	34674	385	135
FAC MIX PCT:	24.2%			31.7%			36.4%			5.5%			7.8%			100.0%		
SALARY FACTOR:	0.88			0.90			0.88			0.89			1.05			0.86		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	51194	10278		39238	9563		32704	9984		30965	1513		26246	1868		40291	31693	306
FAC MIX PCT:	32.4%			30.2%			31.5%			4.8%			5.9%			100.0%		
PRIVATE, 1993-94: DISCIPLINE: VISUAL AND PERFORMING ARTS MAJOR FIELD: DRAMA/THEATER ARTS, GENERAL																		
AVERAGE SALARY:	51065	113	74	40504	137	83	31920	171	103	31050	20	16	27477	24	22	39185	445	154
FAC MIX PCT:	25.4%			30.8%			38.4%			4.5%			5.4%			100.0%		
SALARY FACTOR:	0.88			0.92			0.88			0.92			0.96%			0.86		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	57805	10854		43900	9968		36283	10119		33719	1372		28694	1637		45403	32578	306
FAC MIX PCT:	33.3%			30.6%			31.1%			4.2%			5.0%			100.0%		

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RESULTS OF THE TWO PUBLIC STUDIES, 1990-91 and 1993-94

In the PUBLIC 1990-91 salary study in the above table, the reader may note that the discipline/major field of drama/theater arts was reported in 84 of the 221 public institutions. The average salary of the 987 faculty was $36,804. This average salary was approximately 8.9 percent lower than the average salary of $40,089 for all 61,043 faculty in ALL MAJOR FIELDS in the 1990-91 public study.

In the PUBLIC 1993-94 salary study in the above table, the discipline/major field of drama/theater arts was reported in 131 of the same 221 public institutions. The average salary of the 737 faculty was $39,510. This average salary was approximately 10.7 percent lower than the average salary of $43,720 for all 60,643 faculty in ALL MAJOR FIELDS in the 1993-94 public study.

The increase in average salaries for all faculty in the discipline/major field of drama/theater arts after three years in the public institutions studied was 5.9 percent ($39,510 minus $37,310 equals $2,200). The CPI of increased cost-of-living between October 1990 and October 1993 was 9.1 percent. In comparison with the CPI, there was a relative increase in dramatic arts average faculty salaries over the three-year period by 3.2 percent or an average of 1.1 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 9.1 percent ($43,720 minus $40,089 equals $3,631). In comparison to the discipline/major field of dramatic arts (5.9%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 3.2 percent (9.1% minus 5.9% equals 3.2%) more than faculty in the discipline/major field of drama/theater arts.

The reader may note that the faculty mix percentage in drama/theater arts is slightly higher at the professor rank than at the assistant professor rank in the 1990-91 study: 31.2 percent vs. 30.5 percent; but lower in the 1993-94 study: 30.8 percent vs. 32.6 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 33.6 percent vs. 29.3 percent (1990-91) and 34.6 percent vs. 29.5 percent (1993-94), respectively.

Finally, the hiring rate of new assistant professors in drama/theater arts in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1990-91, 5.5 percent (37/667) vs. 4.9 percent (2,968/61,034), respectively; and higher in 1993-94, 6.4 percent (47/737) vs. 4.3 percent (2,587/60,643), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1990-91 and 1993-94

In the PRIVATE 1990-91 salary study in the above table, the reader may note that the discipline/major field of drama/theater arts was reported in 135 of the 306 private institutions. The average salary of the 385 faculty was $34,674. This average salary was 16.2 percent lower than the average salary of $40,291 for all 31,693 faculty in ALL MAJOR FIELDS in the 1990 private study.

In the PRIVATE 1993-94 salary study in the above table, the discipline/-major field of drama/theater arts was reported in 154 of the same 306 private institutions. The average salary of the 445 faculty was $39,185. This average salary was 15.9 percent lower than the average salary of $45,403 for all 32,578 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

The increase in average salaries for all faculty in drama/theater arts after three years in the private institutions studied was 13.0 percent ($39,185 minus $34,674 equals $4,511). The CPI of increased cost-of-living between October 1990 and October 1993 was 9.1 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 3.9 percent or 1.3 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 12.7 percent ($45,403 minus $40,291 equals $5,112). In comparison to the discipline/major field of drama/-theater arts (13.0%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by .3 percent (12.7% minus 13.0% equals .3%) less than faculty in drama/theater arts.

In the discipline/major field of drama/theater arts, the reader may note that the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank in both studies: 24.2 percent vs. 36.4 percent (1990-91), respectively; and 25.4 percent vs. 38.4 percent, (1993-94), respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32.4 percent vs. 31.5 percent (1990-91), and 33.3 percent vs. 31.1 percent (1993-94), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in drama/theater arts was higher than the hiring rate in ALL MAJOR FIELDS in both the 1990-91 and 1993-94 private studies: 5.5 percent (21/385) vs. 4.8 percent (1,513/31,693), respectively, and 4.5 percent (20/445) vs. 4.2 percent (1,372/32,578), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of drama/theater arts and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1990-91 through the "trend year" of 1993-94. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 2,554 (1.4%) faculty in the discipline/major field of drama/theater arts participated and were included in the 42 disciplines/major fields of in each of the four studies and in the overall total of 185,948 partciipating faculty. The same 221 public institutions and the same 306 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of drama/theater arts in both the 1990-91 public and private studies were some 8 percent and 14 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in drama/theater arts in both the 1993-94 public and private studies were 10 percent below and 14 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1993 increased 9.1 percent from the CPI of October 1990, and indicates that the faculty in drama/theater arts in the public institutions received an average annual salary increase of 1.1 percent below the cost-of-living. In the private institutions it was 1.3 percent above the cost-of-living.

Third, in the discipline/major field of drama/theater arts the professor rank FAC MIX PCTs are slightly higher than those in the assistant professor rank in the 1990-91 public study, but slightly lower in the 1993-94 study. In both the 1990-91 and 1993-94 private studies, it is significantly lower. These data show that the discipline/major field of drama/theater arts in both the public and private studies is still an emerging discipline/major field in academia.

Finally, the hiring rate of new assistant professors in drama/theater arts in all the 1990-91 and 1993-94 public and private studies was higher than in ALL MAJOR FIELDS.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of drama/theater arts is being developed, it is anticipated that this current information will be a valuable reference tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina. Co-author Ronnie Lee Jacobsen, Jr. is a graduate student at Appalachian State University.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC Participating Institutions, page 11

C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
AREA, ETHNIC, AND CULTURAL STUDIES
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES
BUSINESS/MANAGERIAL ECONOMICS
BUSINESS MARKETING AMD MARKETING MANAGEMENT
CHEMISTRY, GENERAL
COMMUNICATIONS
COMMUNICATION TECHNOLOGIES
COMPUTER AND INFORMATION SCIENCES
COUNSELOR EDUCATION COUNSELING AND GUIDANCE SERVICES
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R.N. TRAINING)
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
READING TEACHER EDUCATION
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL: 42

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1990-91 and 1993-94

Institutions Participating in Both Studies:

Alabama A&M University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technical University (AR)
Armstrong State College (GA)
Auburn University of Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University Sacramento (CA)
California State University Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
College of Staten Island of the City University of New York (NY)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
Dickinson State University (ND)
East Central University (OK)
East Stroudsburg University (PA)
East Tennessee State University (TN)
East Texas State University (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern Montana College (MT)
Eastern New Mexico University (NM)
Eastern Oregon State College (OR)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fitchburg State College (MA)
Fort Hays State University (KS)
Fort Lewis College (CO)
Framingham State College (MA)
Francis Marion University (SC)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University of Pennsylvania (PA)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander College (SC)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (NE)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi Valley State University (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana College of Mineral Science and Technology (MT)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)

Participating Institutions (continued):

Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern State University (SD)
Northwest Missouri State University (MO)
Northwestern State University (LA)
Oakland University (MI)
Oklahoma Panhandle State University (OK)
Old dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Prairie View A&M University (TX)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
San Diego State University (CA)
Sangamon State University (IL)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
Southeast Missouri State University (MO)
Southwastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern college of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
St. Claud State University (NM)
State University of New York at Brockport (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
State University of New York College at Oswego (NY)
State University of New York College at Plattsburgh (NY)
State University of New York College at Potsdam (NY)
Tarleton State University (TX)
Tennessee Technological University (TN)
Texas A&M University-Corpus Christi TX)
Texas Woman's University (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama in Huntsville (AL)
University of Alaska Southeast (AK)
University of Arkansas at Little Rock (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Guam (GU)
University of Houston-Clear Lake (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maryland Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Memphis (TN)
University of Missouri-St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Pittsburgh at Bradford (PA)
University of Puerto Rico-Cayey (PR)
University of Puerto Rico-Humacao University College (PR)
University of Science and Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of Southern Carolina-Aiken (SC)
University of South Florida (The) (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Texas at Dallas (The) (TX)
University of Texas at El Paso (The) (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler (The) (TX)

Participating Institutions (continued):

University of the Virgin Islands (VI)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Univesrity of Wisconsin-Stevens Point (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valley City State University (ND)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Georgia College (GA)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winston-Salem State University (NC)
Wright State University (OH)
Youngstown State University (OH)

Total Institutions = 221

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1990-91 and 1993-94

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (The) (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Belmont University (TN)
Benedict College (SC)
Benedictine College (KS)
Bentley College (MA)
Bethany College (KS)
Bethany College (WV)
Bethel College (IN)
Bethel College (MN)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Bradley University (OH)
Bridgewater College (VA)
Bryn Mawr College (PA)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Catawba College (NC)
Catholic University of America (DC)
Centenary College of Louisiana (LA)
Central Baptist College (AR)
Central College (IA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Clarke College (IA)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
Coker College (SC)
College of Great Falls (MT)
College of Mount Saint Vincent (NY)
College of Notre Dame (CA)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (NM)
Columbia College (MO
Columbia College (SC)
Concordia College (MN)
Concordia College (NE)
Concordia University Wisconsin (WI)
Cornell College (IA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Dordt College (IA)
Drake University (IA)
Drew University (NJ)
Drexel University (PA)
Drury College (MO)
Duquesne University (PA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmira College (NY)
Emory & Henry College (VA)
Fairfield University (CT)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Freed-Hardeman University (TN)
Friends University (KS)
Furman University (SC)

Gordon College (MA)
Goshen College (IN)
Great Lakes Bible College (MI)
Grinnell College (IA)
Guilford College (NC)
Hampton University (VA)
Hartwick College (NY)
Hastings College (NE)
Heidelberg College (OH)
Hilbert College (NY)
Hobart and William Smith College (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Carroll University (OH)
Johnson C. Smith University (NC)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Le Tourneau College (TX)
Lebanon Valley College (PA)
Lees-McRae College (NC)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Malone College (OH)
Manhattan College (NY)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Memphis Theological Seminary (TN)
Mercer University (GA)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Montreat-Anderson College (NC)
Moravian College (PA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
Niagara University (NY)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College (WA)
Northwestern College (IA)
Norwich University (VT)
Notre Dame College (OH)
Oakwood College (AL)
Occidental College (CA)
Oglethorpe University (GA)
Ohio Northern University (OH)
Ohio Wesleyan College (OH)
Olivet Nazarene College (IL)
Our Lady of Holy Cross College (LA)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Luthern University (WA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pikeville College (KY)
Pine Manor College (MA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Quinnipiac College (CT)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)
Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Russell Sage College (NY)
Sacred Heart University (CT)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
Saint Francis College (PA)
St. John Fisher College (NY)
Saint Joseph's University (PA)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College (IN)
Saint Mary's College of California (CA)
St. Mary's University of San Antonio (TX)

Participating Institutions (continued):

Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Russell Sage College (NY)
Sacred Heart University (CT)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College (IN)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (IA)
Simpson College (CA)
Sioux Falls College (SD)
Skidmore College (NY)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. John Fisher College (NY)
St. John's University (MN)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stillman College (AL)
Susquehanna University (PA)
Syracuse University (NY)
Tabor College (KS)
Teikyo Westmar University (IA)
Texas Christian University (TX)
Thomas More College (KY)
Tiffin University (OH)
Transylvania University (KY)
Tri-State University (IN)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (The) (OH)
Union University (TN)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Charleston (The) (WV)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of San Francisco (CA)
University of St. Thomas (TX)
University of St. Thomas (MN)
University of the Ozarks (AR)
University of The South (The) (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Washington College (MD)
Webber College (FL)
Wesley College (DE)
Wesleyan College (GA)
Western Baptist College (OR)
Western Maryland College (MD)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College, Inc. (WV)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
Wilmington College (OH)
Wilmington College (DE)
Wingate College (NC)
Wisconsin Lutheran College (WI)
Woodbury University (CA)
York College of Pennsylvania (PA)

Total Institutions: 306

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SALARY-TREND STUDY OF FACULTY IN ECONOMICS
FOR THE YEARS
1990-91 and 1993-94

By
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Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1993-94. Each year two separate studies are conducted; one for public senior colleges and universities, the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 42 selected academic disciplines including economics. The disciplines were chosen from among those defined by _A Classification of Instructional Programs_ (_CIP_), 1990. The definition of the discipline/major field of economics in the _CIP_ is as follows:

> An instructional program that generally describes the systematic study of the production, conservation and allocation of resources in conditions of scarcity, together with the organizational frameworks related to these processes. Includes instruction in economic theory, micro- and macro-economics, comparative economic systems, money and banking systems, international economics, quantitative analytical methods, and applications to specific industries and public policy issues.*
>
> [*_A Classification of Instructional Programs_ (Washington, D.C.: National Center for Education Statistics, [1990], pp. 144-145--45.0601).]

This article presents a summary of the overall average salary increases in the discipline/major field of economics from the "baseline year" of 1990-91 to and including the "trend year" of 1993-94 for both public and private institutions. Of the 282 institutions which participated in CUPA's PUBLIC study of

1990-91, 221 also participated in 1993-94. Data from those same 221 institutions were used in both the baseline year and the trend year. Of the 494 institutions which participated in CUPA's PRIVATE study of 1990-91, 306 also participated in 1993-94. Data from those same 306 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of economics for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1990-91 and 1993-94).

In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. The CPI uses a base period of 1982-84 and is based on prices for a "market basket" of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. Thus, comparing changes in the faculty salaries with the CPI provides a better representation of "real" salary changes.

Reported salaries are based on a nine- or ten-month academic year contract of fulltime faculty only. Not included are faculty members teaching less than 51 percent of a typical load. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline and reflects full-time faculty only.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 30.9 for associate professor of economics in the 1990-91 public study means that 30.9 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1990-91, PUBLIC 1993-94, PRIVATE 1990-91 and PRIVATE 1993-94. For example, a SALARY FACTOR of 1.05 for associate professors in the discipline/major field of economics in the 1990-91 public study means an average salary of five percent higher than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1990-91 or 1993-94). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 42 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of economics with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1990-91 and the "trend year" of 1993-94 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: ECONOMICS MAJOR FIELD: ECONOMICS																		
PUBLIC, 1990-91:																		
AVERAGE SALARY:	51657	282	80	42215	241	79	36503	219	67	37197	36	24	30303	37	21	43461	779	91
FAC MIX PCT:	36.2%			30.9%			28.1%			4.6%			4.7%			100.0%		
SALARY FACTOR:	1.05			1.05			1.09			1.15			1.17			1.08%		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	49382	20535		40201	17323		33479	17898		32406	2968		25977	5278		40089	61034	221
FAC MIX PCT:	33.6%			28.4%			29.3%			4.9%			8.6%			100.0%		
DISCIPLINE: ECONOMICS MAJOR FIELD: ECONOMICS																		
PUBLIC, 1993-94:																		
AVERAGE SALARY:	56839	381	97	45704	255	94	40516	225	86	40285	23	16	28083	36	23	48425	897	115
FAC MIX PCT:	42.5%			28.4%			25.1%			2.6%			4.0%			100.0%		
SALARY FACTOR:	1.06			1.05			1.12			1.16			1.02			1.11		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	53700	20965		43457	17404		36275	17890		34850	2587		27419	4384		43720	60643	221
FAC MIX PCT:	34.6%			28.7%			29.5%			4.3%			7.2%			100.0%		
DISCIPLINE: ECONOMICS MAJOR FIELD: ECONOMICS																		
PRIVATE, 1990-91:																		
AVERAGE SALARY:	65839	175	55	41731	173	73	36178	167	62	32249	27	22	31432	20	16	47498	535	96
FAC MIX PCT:	32.7%			32.3%			31.2%			5.0%			3.7%			100.0%		
SALARY FACTOR:	1.29			1.06			1.11			1.04			1.20			1.18		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	51194	10278		39238	9563		32704	9984		30965	1513		26246	1868		40291	31693	306
FAC MIX PCT:	32.4%			30.2%			31.5%			4.8%			5.9%			100.0%		
DISCIPLINE: ECONOMICS MAJOR FIELD: ECONOMICS																		
PRIVATE, 1993-94:																		
AVERAGE SALARY:	67245	258	92	47055	256	107	40897	189	88	38696	22	20	33561	15	15	52407	718	144
FAC MIX PCT:	35.9%			35.7%			26.3%			3.1%			2.1%			100.0%		
SALARY FACTOR:	1.16			1.07			1.13			1.15			1.17			1.15		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	57805	10854		43900	9968		36283	10119		33719	1372		28694	1637		45403	32578	306
FAC MIX PCT:	33.3%			30.6%			31.1%			4.2%			5.0%			100.0%		

RESULTS OF THE TWO PUBLIC STUDIES, 1990-91 and 1993-94

In the PUBLIC 1990-91 salary study in the above table, the discipline/major field of economics was reported in 91 of the 221 public institutions reporting. The average salary of the 779 faculty was $43,461. This average salary was approximately 8.4 percent higher than the average salary of $40,089 for all 61,034 faculty in ALL MAJOR FIELDS in the 1990-91 public study.

In the PUBLIC 1993-94 salary study in the above table, the discipline/major field of economics was reported in 115 of the same 221 public institutions. The average salary of the 897 faculty was $48,425. This average salary was approximately 10.8 percent higher than the average salary of $43,720 for all 60,643 faculty in ALL MAJOR FIELDS in the 1993-94 public study.

The increase in average salaries for all faculty in the discipline/major field of economics after three years in the public institutions studied was 11.4 percent ($48,425 minus $43,461 equals $4,964). The CPI increased 9.1 percent between October 1990 and October 1993. In comparison with the CPI, there was an increase in real average faculty salaries for economics faculty over the three-year period of 2.3 percent, or an average of .8 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 9.1 percent ($43,720 minus $40,089 equals $3,631). In comparison to the 11.4% increase for the discipline/major field of economics, the average salary increase for faculty in ALL MAJOR FIELDS was 2.3 percent (11.4% minus 9.1% equals 2.3%) less than faculty in economics.

The reader may note that the faculty mix percentage in economics is higher at the professor rank than at the assistant professor rank in both study years: 36.2 percent vs. 28.1 percent for 1990-91, and 42.5 percent vs. 25.1 percent for 1993-94. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 33.6 percent vs. 29.3 percent (1990-91) and 34.6 percent vs. 29.5 percent (1993-94), respectively.

Finally, the hiring rate of new assistant professors in economics in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1990-91, 4.6 percent (36/779) vs. 4.9 percent (2,968/61,034), respectively; and lower in 1993-94, 2.6 percent (23/897) vs. 4.3 percent (2,587/60,643), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1990-91 and 1993-94

In the PRIVATE 1990-91 salary study in the above table, the discipline/major field of economics was reported in 96 of the 306 private institutions. The average salary of the 535 faculty was $47,498. This average salary was 17.9 percent higher than the average salary of $40,291 for all 31,693 faculty in ALL MAJOR FIELDS in the 1990-91 private study.

In the PRIVATE 1993-94 salary study in the above table, the discipline/-major field of economics was reported in 144 of the same 306 private institutions. The average salary of the 718 faculty was $52,407. This average salary was 15.4 percent higher than the average salary of $45,403 for all 32,578 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

The increase in average salaries for all faculty in economics after three years in the private institutions studied was 10.3 percent ($52,407 minus $47,498 equals $4,909). The CPI increased 9.1 percent between October 1990 and October 1993. A more realistic comparison, therefore, is that average faculty salaries increased 1.2 percent above the cost-of-living over the three-year time period (or .4% each year).

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 12.7 percent ($45,403 minus $40,291 equals $5,112) compared to only 10.3 percent for economics faculty;

therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2.3 percent more than faculty in economics.

In the discipline/major field of economics, the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank in the 1990-91 study (32.7 percent vs.31.2 percent); and also higher at the professor rank compared to the assistant professor rank in the 1993-94 study (35.9 percent vs. 26.3 percent). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32.4 percent vs. 31.5 percent (1990-91), and 33.3 percent vs. 31.1 percent (1993-94), respectively.

Finally, the hiring rate of new assistant professors in economics in private institutions was higher than the hiring rate in ALL MAJOR FIELDS in the 1990-91 private study: 5.0 percent (27/535) vs. 4.8 percent (1,513/31,693), respectively, and lower in the 1993-94 private study: 3.1 percent (22/718) vs. 4.2 percent (1,372/32,578), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of economics and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1990-91 through the "trend year" of 1993-94. Two studies, one for public institutions and the other for private institutions were conducted for the baseline year and one each for the trend year--a total of four studies. A total of 2,929 (1.6%) faculty in the discipline/major field of economics participated and were included in the 42 disciplines/major fields in each of the four studies and in the overall total of 185,948 participating faculty. The same 221 public institutions and the same 306 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of economics in 1990-91 in the public and private studies were some eight percent and 18 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of economics in 1993-94 in the public and private studies were 11 percent and 15 percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI increased 9.1 percent from October 1990 to October 1993, and indicates that the faculty in economics in the public institutions received an average annual salary of 2.3 percent above the cost-of-living. In the private institutions the annual average salary increase was 1.2 percent above the cost-of-living.

Third, in the discipline/major field of economics the professor rank FAC MIX PCTs are higher than those in the assistant professor rank in both the 1990-90 and 1993-94 public and private studies.

Finally, the hiring rate of new assistant professors in economics was lower than in ALL MAJOR FIELDS for both the 1990-91 and 1993-94 public studies. It was higher in the 1990-91 private study but lower in the 1993-94 private study.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of economics is being developed, it is anticipated that this current information will be a valuable reference tool for interested administrators and professors.

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APPENDICES:

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APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
AREA, ETHNIC, AND CULTURAL STUDIES
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES
BUSINESS/MANAGERIAL ECONOMICS
BUSINESS MARKETING AMD MARKETING MANAGEMENT
CHEMISTRY, GENERAL
COMMUNICATIONS
COMMUNICATION TECHNOLOGIES
COMPUTER AND INFORMATION SCIENCES
COUNSELOR EDUCATION COUNSELING AND GUIDANCE SERVICES
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R.N. TRAINING)
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
READING TEACHER EDUCATION
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS
TOTAL: 42

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1990-91 and 1993-94

Institutions Participating in Both Studies:

Alabama A&M University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technical University (AR)
Armstrong State College (GA)
Auburn University of Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University Sacramento (CA)
California State University Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
College of Staten Island of the City University of New York (NY)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
Dickinson State University (ND)
East Central University (OK)
East Stroudsburg University (PA)
East Tennessee State University (TN)
East Texas State University (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern Montana College (MT)
Eastern New Mexico University (NM)
Eastern Oregon State College (OR)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fitchburg State College (MA)
Fort Hays State University (KS)
Fort Lewis College (CO)
Framingham State College (MA)
Francis Marion University (SC)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University of Pennsylvania (PA)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander College (SC)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (NE)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi Valley State University (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana College of Mineral Science and Technology (MT)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)

Participating Institutions (continued):

Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern State University (SD)
Northwest Missouri State University (MO)
Northwestern State University (LA)
Oakland University (MI)
Oklahoma Panhandle State University (OK)
Old dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Prairie View A&M University (TX)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
San Diego State University (CA)
Sangamon State University (IL)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
Southeast Missouri State University (MO)
Southwastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern college of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
St. Claud State University (NM)
State University of New York at Brockport (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
State University of New York College at Oswego (NY)
State University of New York College at Plattsburgh (NY)
State University of New York College at Potsdam (NY)
Tarleton State University (TX)
Tennessee Technological University (TN)
Texas A&M University-Corpus Christi TX)
Texas Woman's University (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama in Huntsville (AL)
University of Alaska Southeast (AK)
University of Arkansas at Little Rock (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Guam (GU)
University of Houston-Clear Lake (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maryland Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Memphis (TN)
University of Missouri-St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Pittsburgh at Bradford (PA)
University of Puerto Rico-Cayey (PR)
University of Puerto Rico-Humacao University College (PR)
University of Science and Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of Southern Carolina-Aiken (SC)
University of South Florida (The) (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Texas at Dallas (The) (TX)
University of Texas at El Paso (The) (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler (The) (TX)

Participating Institutions (continued):

University of the Virgin Islands (VI)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Univesrity of Wisconsin-Stevens Point (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valley City State University (ND)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Georgia College (GA)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winston-Salem State University (NC)
Wright State University (OH)
Youngstown State University (OH)

Total Institutions = 221

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1990-91 and 1993-94

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allenton College of St. Francis de Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (The) (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Belmont University (TN)
Benedict College (SC)
Benedictine College (KS)
Bentley College (MA)
Bethany College (KS)
Bethany College (WV)
Bethel College (IN)
Bethel College (MN)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Bradley University (OH)
Bridgewater College (VA)
Bryn Mawr College (PA)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Catawba College (NC)
Catholic University of America (DC)
Centenary College of Louisiana (LA)
Central Baptist College (AR)
Central College (IA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Clarke College (IA)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
Coker College (SC)
College of Great Falls (MT)
College of Mount Saint Vincent (NY)
College of Notre Dame (CA)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (NM)
Columbia College (MO
Columbia College (SC)
Concordia College (MN)
Concordia College (NE)
Concordia University Wisconsin (WI)
Cornell College (IA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Dordt College (IA)
Drake University (IA)
Drew University (NJ)
Drexel University (PA)
Drury College (MO)
Duquesne University (PA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmira College (NY)
Emory & Henry College (VA)
Fairfield University (CT)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Freed-Hardeman University (TN)
Friends University (KS)
Furman University (SC)

Participating Institutions (continued):

Garner-Webb University (NC)
George Washington University (DC)
Georgetown University (DC)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Great Lakes Christian College (MI)
Grinnell College (IA)
Guilford College (NC)
Hampton University (VA)
Hartwick College (NY)
Hastings College (NE)
Hebrew College (MA)
Heidelberg College (OH)
Hilbert College (NY)
Hobart and William Smith Colleges (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Carroll University (OH)
Johnson C. Smith University (NC)
Judson College (AL)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College of Pennsylvania (PA)
Lees McRae College (NC)
LeTourneau University (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Loyola College in Maryland (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Manhattan College (NY)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Memphis Theological Seminary (TN)
Mercer University (GA)
Mercy College (NY)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Montreat-Anderson College (NC)
Moravian College (PA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
Niagara University (NY)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College (WA)
Northwestern College (IA)
Norwich Univesrity (VT)
Notre Dame College of Ohio (OH)
Nusson College (ME)
Oakwood College (AL)
Occidental College (CA)
Ohio Northern University (OH)
Ohio Wesleyan University (OH)
Oklahoma Baptist University (OK)
Olivet Nazarene University (IL)
Our Lady of Holy Cross College (LA)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Lutheran University (WA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer College (NC)
Pikeville College (KY)
Pine Manor College (MA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Quinnipiac College (CT)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rensselaer Polytechnic Institute (NY)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)

Participating Institutions (continued):

Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Russell Sage College (NY)
Sacred Heart University (CT)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College (IN)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (IA)
Simpson College (CA)
Sioux Falls College (SD)
Skidmore College (NY)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. John Fisher College (NY)
St. John's University (MN)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stillman College (AL)
Susquehanna University (PA)
Syracuse University (NY)
Tabor College (KS)
Teikyo Westmar University (IA)
Texas Christian University (TX)
Thomas More College (KY)
Tiffin University (OH)
Transylvania University (KY)
Tri-State University (IN)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (The) (OH)
Union University (TN)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Charleston (The) (WV)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of San Francisco (CA)
University of St. Thomas (TX)
University of St. Thomas (MN)
University of the Ozarks (AR)
University of The South (The) (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Washington College (MD)
Webber College (FL)
Wesley College (DE)
Wesleyan College (GA)
Western Baptist College (OR)
Western Maryland College (MD)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College, Inc. (WV)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
Wilmington College (OH)
Wilmington College (DE)
Wingate College (NC)
Wisconsin Lutheran College (WI)
Woodbury University (CA)
York College of Pennsylvania (PA)

Total Institutions: 306

SALARY-TREND STUDY OF FACULTY IN EDUCATION FOR THE YEARS 1990-91 and 1993-94

By
Richard D. Howe
and
Alexander Erwin

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1993-94. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 42 selected academic disciplines including education. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of education in the CIP is as follows:

> A summary of groups of instructional programs that describe the theory and practice of learning and teaching, and related research, administrative and support services.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 74--13.)]

This article presents a summary of the overall average salary increases in the discipline/major field of education from the "baseline year" of 1990-91 to and including the "trend year" of 1993-94 for both public and private institutions. Of the 282 institutions which participated in CUPA's PUBLIC study of 1990-91, 221 also participated in 1993-94. Data from those same 221 institutions were used is both the baseline year and the trend year. Of the 494 institutions which participated in CUPA's PRIVATE study of 1990-91, 306 also participated in 1993-94. Data from those same 306 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of education for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1990-91 and 1993-94).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or 10-month academic year salary of fulltime faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 30 for associate professor of education in the 1990-91 public study means that 30 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1990-91, PUBLIC 1993-94, PRIVATE 1990-91 and PRIVATE 1993-94. For example, a SALARY FACTOR of .98 for associate professors in the discipline/major field of education in the 1990-91 public study means that their average salary is 2 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1990-91 or 1993-94). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 42 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of education with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1990-91 and the "trend year" of 1993-94 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC, 1990-91: DISCIPLINE: EDUCATION MAJOR FIELD: EDUCATION																		
AVERAGE SALARY:	47978	856	108	39539	744	107	32397	720	112	32554	141	68	25159	163	52	39433	2483	118
FAC MIX PCT:	34.5%			30.0%			29.0%			5.7%			6.6%			100.0%		
SALARY FACTOR:	0.97			0.98			0.97			1.00			0.97			0.98		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	49382	20535		40201	17323		33479	17898		32406	2968		25977	5278		40089	61034	221
FAC MIX PCT:	33.6%			28.4%			29.3%			4.9%			8.6%			100.0%		
PUBLIC, 1993-94: DISCIPLINE: EDUCATION MAJOR FIELD: EDUCATION																		
AVERAGE SALARY:	51811	1091	145	42027	1011	148	34905	1132	148	32807	164	77	26595	235	74	41735	3469	154
FAC MIX PCT:	31.4%			29.1%			32.6%			4.7%			6.8%			100.0%		
SALARY FACTOR:	0.96			0.97			0.96			0.94			0.97			0.95		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	53700	20965		43457	17404		36275	17890		34850	2587		27419	4384		43720	60643	221
FAC MIX PCT:	34.6%			28.7%			29.5%			4.3%			7.2%			100.0%		

- -

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PRIVATE, 1990-91: DISCIPLINE: EDUCATION MAJOR FIELD: EDUCATION																		
AVERAGE SALARY:	47082	339	120	36251	341	131	29398	350	135	29367	68	50	24734	49	39	36908	1079	177
FAC MIX PCT:	31.4%			31.6%			32.4%			6.3%			4.5%			100.0%		
SALARY FACTOR:	0.92			0.92			0.90			0.95			0.94			0.92		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	51194	10278		39238	9563		32704	9984		30965	1513		26246	1868		40291	31693	306
FAC MIX PCT:	32.4%			30.2%			31.5%			4.8%			5.9%			100.0%		
PRIVATE, 1993-94: DISCIPLINE: EDUCATION MAJOR FIELD: EDUCATION																		
AVERAGE SALARY:	52968	386	142	40284	440	162	33259	490	177	31535	73	56	26046	88	60	40484	1404	214
FAC MIX PCT:	27.5%			31.3%			34.9%			5.2%			6.3%			100.0%		
SALARY FACTOR:	0.92			0.92			0.92			0.94			0.94			0.89		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	57805	10854		43900	9968		36283	10119		33719	1372		28694	1637		45403	32578	306
FAC MIX PCT:	33.3%			30.6%			31.1%			4.2%			5.0%			100.0%		

RESULTS OF THE TWO PUBLIC STUDIES, 1990-91 and 1993-94

In the PUBLIC 1990-91 salary study in the above table, the reader may note that the discipline/major field of education was reported in 118 of the 221 public institutions. The average salary of the 2,483 faculty was $39,433. This average salary was approximately 1.7 percent lower than the average salary of $40,089 for all 61,034 faculty in ALL MAJOR FIELDS in the 1990-91 public study.

In the PUBLIC 1993-94 salary study in the above table, the discipline/major field of education was reported in 154 of the same 221 public institutions. The average salary of the 3,469 faculty was $41,735. This average salary was approximately 4.8 percent lower than the average salary of $43,720 for all 60,643 faculty in ALL MAJOR FIELDS in the 1993-94 public study.

The increase in average salaries for all faculty in the discipline/major field of education after three years in the public institutions studied was 5.8 percent ($41,735 minus $39,433 equals $2,302). The CPI of increased cost-of-living between October 1990 and October 1993 was 9.1 percent. In comparison with the CPI, there was a relative increase in education average faculty salaries over the three-year period by 3.3 percent or an average of 1.1 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 9.1 percent ($43,720 minus $40,089 equals $3,631). In comparison to the discipline/major field of education (5.8%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 3.3 percent (9.1% minus 5.8% equals 3.3%) more than faculty in the discipline/major field of education.

The reader may note that the faculty mix percentage in education is higher at the professor rank than at the assistant professor rank in the 1990-91 study: 34.5 percent vs. 29 percent, but in the 1993-94 study it is lower: 31.4 percent vs. 32.6 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 33.6 percent vs. 29.3 percent (1990-91) and 34.6 percent vs. 29.5 percent (1993-94), respectively.

Finally, the hiring rate of new assistant professors in education in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1990-91, 5.7 percent (141/2,483) vs. 4.9 percent (2,968/61,034), respectively; and higher in 1993-94, 4.7 percent (164/3,469) vs. 4.3 percent (2,587/60,643), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1990-91 and 1993-94

In the PRIVATE 1990-91 salary study in the above table, the reader may note that the discipline/major field of education was reported in 177 of the 306 private institutions. The average salary of the 1,079 faculty was $36,908. This average salary was 9.2 percent lower than the average salary of $40,291 for all 31,693 faculty in ALL MAJOR FIELDS in the 1990-91 private study.

In the PRIVATE 1993-94 salary study in the above table, the discipline/major field of education was reported in 214 of the same 306 private institutions. The average salary of the 1,404 faculty was $40,484. This average salary was 12.2 percent lower than the average salary of $45,403 for all 32,578 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

The increase in average salaries for all faculty in education after three years in the private institutions studied was 9.7 percent ($40,484 minus $36,908 equals $3,576). The CPI of increased cost-of-living between October 1990 and October 1993 was 9.1 percent. A more realistic increase, therefore, in the average faculty salaries in education over the three-year time period, is .6 percent or .2 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 12.7 percent ($45,403 minus

$40,291 equals $5,112). In comparison to the discipline/major field of education (9.7%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 3 percent (12.7% minus 9.7% equals 3%) more than faculty in education.

In the discipline/major field of education, the reader may note that the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank in both studies: 31.4 percent vs. 32.4 percent (1990-91), respectively; and 27.5 percent vs. 34.9 percent, (1993-94), respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32.4 percent vs. 31.5 percent (1990-91), and 33.3 percent vs. 31.1 percent (1993-94), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in education was higher than the hiring rate in ALL MAJOR FIELDS in the 1990-91 private study: 6.3 percent (68/1,079) vs. 4.8 percent (1,513/31,693), respectively, and higher in the 1993-94 private study: 5.2 percent (73/1,404) vs. 4.2 percent (1,372/32,578), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of education and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 199-90 through the "trend year" of 1993-94. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 8,435 (4.5%) faculty in the discipline/major field of education participated and were included in the 42 disciplines/major fields in each of the four studies and in the overall total of 185,948 participating faculty. The same 221 public institutions and the same 306 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of education in 1990-91 in the public and private studies were two percent below and eight percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1993 increased 9.1 percent from the CPI of October 1990, and indicates that the faculty in education in the public institutions received an average annual salary increase of 3.3 percent below the cost-of-living. In the private institutions the annual average salary increase was .2 percent below the cost-of-living.

Third, in the discipline/major field of education the professor rank FAC MIX PCTs are higher than those in the assistant professor rank in the 1990-91 public study but lower in the 1993-94 study. In both the 1990-91 and 1993-94 private studies the professor rank is lower.

Finally, the hiring rate of new assistant professors in education in the 1990-91 and 1993-94 public studies was higher than in ALL MAJOR FIELDS. In the private studies the hiring rate was also higher both in 1990-91 and 1993-94.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of education is being developed, it is anticipated that this current information will be a valuable reference tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina. Co-author Alexander Erwin is also a professor of leadership and educational studies at Appalachian State University.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC Participating Institutions, page 11

C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
AREA, ETHNIC, AND CULTURAL STUDIES
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES
BUSINESS/MANAGERIAL ECONOMICS
BUSINESS MARKETING AMD MARKETING MANAGEMENT
CHEMISTRY, GENERAL
COMMUNICATIONS
COMMUNICATION TECHNOLOGIES
COMPUTER AND INFORMATION SCIENCES
COUNSELOR EDUCATION COUNSELING AND GUIDANCE SERVICES
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R.N. TRAINING)
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
READING TEACHER EDUCATION
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS
TOTAL: 42

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1990-91 and 1993-94

Institutions Participating in Both Studies:

Alabama A&M University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technical University (AR)
Armstrong State College (GA)
Auburn University of Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University Sacramento (CA)
California State University Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
College of Staten Island of the City University of New York (NY)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
Dickinson State University (ND)
East Central University (OK)
East Stroudsburg University (PA)
East Tennessee State University (TN)
East Texas State University (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern Montana College (MT)
Eastern New Mexico University (NM)
Eastern Oregon State College (OR)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fitchburg State College (MA)
Fort Hays State University (KS)
Fort Lewis College (CO)
Framingham State College (MA)
Francis Marion University (SC)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University of Pennsylvania (PA)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander College (SC)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (NE)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi Valley State University (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana College of Mineral Science and Technology (MT)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)

Participating Institutions (continued):

Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern State University (SD)
Northwest Missouri State University (MO)
Northwestern State University (LA)
Oakland University (MI)
Oklahoma Panhandle State University (OK)
Old dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Prairie View A&M University (TX)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
San Diego State University (CA)
Sangamon State University (IL)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
Southeast Missouri State University (MO)
Southwastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern college of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
St. Claud State University (NM)
State University of New York at Brockport (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
State University of New York College at Oswego (NY)
State University of New York College at Plattsburgh (NY)
State University of New York College at Potsdam (NY)
Tarleton State University (TX)
Tennessee Technological University (TN)
Texas A&M University-Corpus Christi TX)
Texas Woman's University (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama in Huntsville (AL)
University of Alaska Southeast (AK)
University of Arkansas at Little Rock (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Guam (GU)
University of Houston-Clear Lake (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maryland Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Memphis (TN)
University of Missouri-St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Pittsburgh at Bradford (PA)
University of Puerto Rico-Cayey (PR)
University of Puerto Rico-Humacao University College (PR)
University of Science and Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of Southern Carolina-Aiken (SC)
University of South Florida (The) (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Texas at Dallas (The) (TX)
University of Texas at El Paso (The) (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler (The) (TX)

Participating Institutions (continued):

University of the Virgin Islands (VI)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Univesrity of Wisconsin-Stevens Point (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valley City State University (ND)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Georgia College (GA)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winston-Salem State University (NC)
Wright State University (OH)
Youngstown State University (OH)

Total Institutions = 221

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1990-91 and 1993-94

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allenton College of St. Francis de Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (The) (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Belmont University (TN)
Benedict College (SC)
Benedictine College (KS)
Bentley College (MA)
Bethany College (KS)
Bethany College (WV)
Bethel College (IN)
Bethel College (MN)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Bradley University (OH)
Bridgewater College (VA)
Bryn Mawr College (PA)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Catawba College (NC)
Catholic University of America (DC)
Centenary College of Louisiana (LA)
Central Baptist College (AR)
Central College (IA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Clarke College (IA)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
Coker College (SC)
College of Great Falls (MT)
College of Mount Saint Vincent (NY)
College of Notre Dame (CA)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (NM)
Columbia College (MO
Columbia College (SC)
Concordia College (MN)
Concordia College (NE)
Concordia University Wisconsin (WI)
Cornell College (IA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Dordt College (IA)
Drake University (IA)
Drew University (NJ)
Drexel University (PA)
Drury College (MO)
Duquesne University (PA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmira College (NY)
Emory & Henry College (VA)
Fairfield University (CT)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Freed-Hardeman University (TN)
Friends University (KS)
Furman University (SC)

Gordon College (MA)
Goshen College (IN)
Great Lakes Bible College (MI)
Grinnell College (IA)
Guilford College (NC)
Hampton University (VA)
Hartwick College (NY)
Hastings College (NE)
Heidelberg College (OH)
Hilbert College (NY)
Hobart and William Smith College (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Carroll University (OH)
Johnson C. Smith University (NC)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Le Tourneau College (TX)
Lebanon Valley College (PA)
Lees-McRae College (NC)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Malone College (OH)
Manhattan College (NY)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Memphis Theological Seminary (TN)
Mercer University (GA)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Montreat-Anderson College (NC)
Moravian College (PA)

Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
Niagara University (NY)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College (WA)
Northwestern College (IA)
Norwich University (VT)
Notre Dame College (OH)
Oakwood College (AL)
Occidental College (CA)
Oglethorpe University (GA)
Ohio Northern University (OH)
Ohio Wesleyan College (OH)
Olivet Nazarene College (IL)
Our Lady of Holy Cross College (LA)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Luthern University (WA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pikeville College (KY)
Pine Manor College (MA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Quinnipiac College (CT)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)
Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Russell Sage College (NY)
Sacred Heart University (CT)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
Saint Francis College (PA)
St. John Fisher College (NY)
Saint Joseph's University (PA)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College (IN)
Saint Mary's College of California (CA)
St. Mary's University of San Antonio (TX)

Participating Institutions (continued):

Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Russell Sage College (NY)
Sacred Heart University (CT)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College (IN)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (IA)
Simpson College (CA)
Sioux Falls College (SD)
Skidmore College (NY)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. John Fisher College (NY)
St. John's University (MN)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stillman College (AL)
Susquehanna University (PA)
Syracuse University (NY)
Tabor College (KS)
Teikyo Westmar University (IA)
Texas Christian University (TX)
Thomas More College (KY)
Tiffin University (OH)
Transylvania University (KY)
Tri-State University (IN)
Tusculum College (TN)

Tuskegee University (AL)
Union Institute (The) (OH)
Union University (TN)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Charleston (The) (WV)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of San Francisco (CA)
University of St. Thomas (TX)
University of St. Thomas (MN)
University of the Ozarks (AR)
University of The South (The) (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Washington College (MD)
Webber College (FL)
Wesley College (DE)
Wesleyan College (GA)
Western Baptist College (OR)
Western Maryland College (MD)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College, Inc. (WV)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
Wilmington College (OH)
Wilmington College (DE)
Wingate College (NC)
Wisconsin Lutheran College (WI)
Woodbury University (CA)
York College of Pennsylvania (PA)

Total Institutions: 306

SALARY-TREND STUDY OF FACULTY IN ENGINEERING FOR THE YEARS 1990-91 AND 1993-94

By
Richard D. Howe
and
Ming Land

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1993-94. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 42 selected academic disciplines including engineering. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of engineering in the CIP is as follows:

> A summary of groups of instructional programs that prepares individuals to apply mathematical and scientific principles to the solution of practical problems for the benefit of society.
>
> [A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 85--14.).]

This article presents a summary of the overall average salary increases in the discipline/major field of engineering from the "baseline year" of 1990-91 to and including the "trend year" of 1993-94 for both public and private institutions. Of the 282 institutions which participated in CUPA's PUBLIC study of 1990-91, 221 also participated in 1993-94. Data from those same 221 institutions were used in both the baseline year and the trend year. Of the 494 institutions which participated in CUPA's PRIVATE study of 1990-91, 306 also participated in 1993-94. Data from those same 306 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of engineering for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1990-91 and 1993-94).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or 10-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major

field who hold a given academic rank. For example, a FAC MIX PCT factor of 31.4 for associate professor of engineering in the 1990-91 public study means that 31.4 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1990-91, PUBLIC 1993-94, PRIVATE 1990-91 and PRIVATE 1993-94. For example, a SALARY FACTOR of 1.17 for associate professors in the discipline/major field of engineering in the 1990-91 public study means that their average salary is 17 percent higher than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1990-91 or 1993-94). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 42 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of engineering with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1990-91 and the "trend year" of 1993-94 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: ENGINEERING MAJOR FIELD: ENGINEERING																		
PUBLIC, 1990-91:																		
AVERAGE SALARY:	58321	586	49	47234	505	56	41622	468	58	41121	85	36	32019	49	25	49177	1608	61
FAC MIX PCT:	36.4%			31.4%			29.1%			5.3%			3.0%			100.0%		
SALARY FACTOR:	1.18			1.17			1.24			1.27			1.23			1.23		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	49382	20535		40201	17323		33479	17898		32406	2968		25977	5278		40089	61034	221
FAC MIX PCT:	33.6%			28.4%			29.3%			4.9%			8.6%			100.0%		
DISCIPLINE: ENGINEERING MAJOR FIELD: ENGINEERING																		
PUBLIC, 1993-94:																		
AVERAGE SALARY:	63084	606	51	51280	507	55	44625	463	54	43191	75	28	32544	29	16	53479	1608	60
FAC MIX PCT:	37.8%			31.6%			28.8%			4.7%			1.8%			100.0%		
SALARY FACTOR:	1.17			1.18			1.23			1.24			1.19			1.22		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	53700	20965		43457	17404		36275	17890		34850	2587		27419	4384		43720	60643	221
FAC MIX PCT:	34.6%			28.7%			29.5%			4.3%			7.2%			100.0%		
DISCIPLINE: ENGINEERING MAJOR FIELD: ENGINEERING																		
PRIVATE, 1990-91:																		
AVERAGE SALARY:	68004	758	41	50804	515	43	44131	421	44	38981	38	21	29802	25	14	56449	1719	47
FAC MIX PCT:	44.1%			30.0%			24.5%			2.2%			1.5%			100.0%		
SALARY FACTOR:	1.33			1.29			1.35			1.26			1.14			1.40		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	51194	10278		39238	9563		32704	9984		30965	1513		26246	1868		40291	31693	306
FAC MIX PCT:	32.4%			30.2%			31.5%			4.8%			5.9%			100.0%		
DISCIPLINE: ENGINEERING MAJOR FIELD: ENGINEERING																		
PRIVATE, 1993-94:																		
AVERAGE SALARY:	76543	777	44	55331	488	43	47712	337	43	44106	43	21	34061	14	10	63757	1616	50
FAC MIX PCT:	48.1%			30.2%			20.9%			2.7%			0.9%			100.0%		
SALARY FACTOR:	1.32			1.26			1.31			1.31			1.19			1.40		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	57805	10854		43900	9968		36283	10119		33719	1372		28694	1637		45403	32578	306
FAC MIX PCT:	33.3%			30.6%			31.1%			4.2%			5.0%			100.0%		

RESULTS OF THE TWO PUBLIC STUDIES, 1990-91 AND 1993-94

In the PUBLIC 1990-91 salary study in the above table, the reader may note that the discipline/major field of engineering was reported in 61 of the 221 public institutions. The average salary of the 1,608 faculty was $49,177. This average salary was approximately 22.7 percent higher than the average salary of $40,089 for all 61,034 faculty in ALL MAJOR FIELDS in the 1990-91 public study.

In the PUBLIC 1993-94 salary study in the above table, the discipline/major field of engineering was reported in 60 of the same 221 public institutions. The average salary of the 1,605 faculty was $53,479. This average salary was approximately 22 percent higher than the average salary of $43,720 for all 60,643 faculty in ALL MAJOR FIELDS in the 1993-94 public study.

The increase in average salaries for all faculty in the discipline/major field of engineering after three years in the public institutions studied was 8.7 percent ($53,479 minus $49,177 equals $4,302). The CPI of increased cost-of-living between October 1990 and October 1993 was 9.1 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year period, is .4 percent or .1 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 9.1 percent ($43,720 minus $40,089 equals $3,631). In comparison to the discipline/major field of engineering (8.7%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 0.4 percent (9.1% minus 8.7% equals .4%) more than faculty in the discipline/major field of engineering.

The reader may note that the faculty mix percentage in engineering is higher at the professor rank than at the assistant professor rank in the 1990-91 study: 36.4 percent vs. 29.1 percent, and in the 1993-94 study it is 37.8 percent vs. 28.8 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 33.6 percent vs. 29.3 percent (1990-91), and 34.6 percent vs. 29.5 percent (1993-94), respectively.

Finally, the hiring rate of new assistant professors in engineering in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1990-91, 5.3 percent (85/1608) vs. 4.9 percent (2,968/61,034), respectively; and higher also in 1993-94, 4.7 percent (75/1,608) vs. 4.3 percent (2,587/60,643), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1990-91 AND 1993-94

In the PRIVATE 1990-91 salary study in the above table, the reader may note that the discipline/major field of engineering was reported in 47 of the 306 private institutions. The average salary of the 1,719 faculty was $56,449. This average salary was 40.1 percent higher than the average salary of $40,291 for all 31,693 faculty in ALL MAJOR FIELDS in the 1990-91 private study.

In the PRIVATE 1993-94 salary study in the above table, the discipline/-major field of engineering was reported in 50 of the same 306 private institutions. The average salary of the 1,616 faculty was $63,757. This average salary was 40.4 percent higher than the average salary of $45,403 for all 32,578 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

The increase in average salaries for all faculty in engineering after three years in the private institutions studied was 12.9 percent ($63,757 minus $56,449 equals $7,308). The CPI of increased cost-of-living between October 1990 and October 1993 was 9.1 percent. A more realistic increase, therefore, in the average faculty salaries in engineering over the three-year time period, is 3.8 percent or 1.3 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 12.7 percent ($45,403 minus $40,291 equals $5,112). In comparison to the discipline/major field of engineering (12.9%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by .2 percent (12.9% minus 12.7% equals .2%) less than faculty in engineering.

In the discipline/major field of engineering, the reader may note that the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank in 1990-91: 44.1 percent vs. 24.5 percent, respectively; and higher also in 1993-94: 48.1 percent vs. 20.9 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32.4 percent vs. 31.5 percent (1990-1991), and 33.3 percent vs. 31.1 percent (1993-94), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in engineering was lower than the hiring rate in ALL MAJOR FIELDS in the 1990-91 private study: 2.2 percent (38/1,719) vs. 4.8 percent (1,513/31,693), respectively, and lower in the 1993-94 private study: 2.7 percent (43/1,616) vs. 4.2 percent (1,372/32,578), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of engineering and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1990-91 through the "trend year" of 1993-94. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total 6,551 (3.5%) faculty in the discipline/major field of engineering participated and were included in the 42 disciplines/major fields in each of the four studies and in the overall total of 185,948 participating faculty. The same 221 public institutions and the same 306 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of engineering in 1990-91 in the public and private studies were some 23 percent and 40 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of engineering in 1993-94 in the public and private studies were 22 percent and 40 percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1992 increased 12.9 percent from the CPI of October 1989, and indicates that the faculty in engineering in the public institutions received an average annual salary of .1 percent below the cost-of-living. In the private institutions the annual average salary was 1.3 percent above the cost-of-living.

Third, in the discipline/major field of engineering the professor rank FAC MIX PCTs are higher than those in the assistant professor rank in both the 1990-91 and 1993-94 public and private studies.

Finally, the hiring rate of new assistant professors in engineering in the 1990-91 and 1993-94 public studies was higher than in ALL MAJOR FIELDS. In the 1990-91 and 1993-94 private studies the hiring rate was lower.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of engineering is being developed, it is anticipated that this current information will be a valuable reference tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina. Co-author Mind Land is Dean of the College of Fine and Applied Arts and a professor of technology at Appalachian State University.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC Participating Institutions, page 11

C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
AREA, ETHNIC, AND CULTURAL STUDIES
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES
BUSINESS/MANAGERIAL ECONOMICS
BUSINESS MARKETING AMD MARKETING MANAGEMENT
CHEMISTRY, GENERAL
COMMUNICATIONS
COMMUNICATION TECHNOLOGIES
COMPUTER AND INFORMATION SCIENCES
COUNSELOR EDUCATION COUNSELING AND GUIDANCE SERVICES
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R.N. TRAINING)
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
READING TEACHER EDUCATION
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS
TOTAL: 42

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1990-91 and 1993-94

Institutions Participating in Both Studies:

Alabama A&M University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technical University (AR)
Armstrong State College (GA)
Auburn University of Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University Sacramento (CA)
California State University Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
College of Staten Island of the City University of New York (NY)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
Dickinson State University (ND)
East Central University (OK)
East Stroudsburg University (PA)
East Tennessee State University (TN)
East Texas State University (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern Montana College (MT)
Eastern New Mexico University (NM)
Eastern Oregon State College (OR)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fitchburg State College (MA)
Fort Hays State University (KS)
Fort Lewis College (CO)
Framingham State College (MA)
Francis Marion University (SC)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University of Pennsylvania (PA)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander College (SC)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (NE)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi Valley State University (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana College of Mineral Science and Technology (MT)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)

Participating Institutions (continued):

Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern State University (SD)
Northwest Missouri State University (MO)
Northwestern State University (LA)
Oakland University (MI)
Oklahoma Panhandle State University (OK)
Old dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Prairie View A&M University (TX)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
San Diego State University (CA)
Sangamon State University (IL)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
Southeast Missouri State University (MO)
Southwastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern college of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
St. Claud State University (NM)
State University of New York at Brockport (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
State University of New York College at Oswego (NY)
State University of New York College at
   Plattsburgh (NY)
State University of New York College at Potsdam (NY)
Tarleton State University (TX)
Tennessee Technological University (TN)
Texas A&M University-Corpus Christi TX)
Texas Woman's University (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama in Huntsville (AL)
University of Alaska Southeast (AK)
University of Arkansas at Little Rock (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Guam (GU)
University of Houston-Clear Lake (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maryland Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Memphis (TN)
University of Missouri-St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Pittsburgh at Bradford (PA)
University of Puerto Rico-Cayey (PR)
University of Puerto Rico-Humacao University
   College (PR)
University of Science and Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of Southern Carolina-Aiken (SC)
University of South Florida (The) (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Texas at Dallas (The) (TX)
University of Texas at El Paso (The) (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler (The) (TX)

Participating Institutions (continued):

University of the Virgin Islands (VI)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Univesrity of Wisconsin-Stevens Point (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valley City State University (ND)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Georgia College (GA)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winston-Salem State University (NC)
Wright State University (OH)
Youngstown State University (OH)

Total Institutions = 221

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1990-91 and 1993-94

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allenton College of St. Francis de Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (The) (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Belmont University (TN)
Benedict College (SC)
Benedictine College (KS)
Bentley College (MA)
Bethany College (KS)
Bethany College (WV)
Bethel College (IN)
Bethel College (MN)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Bradley University (OH)
Bridgewater College (VA)
Bryn Mawr College (PA)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Catawba College (NC)
Catholic University of America (DC)
Centenary College of Louisiana (LA)
Central Baptist College (AR)
Central College (IA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Clarke College (IA)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
Coker College (SC)
College of Great Falls (MT)
College of Mount Saint Vincent (NY)
College of Notre Dame (CA)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (NM)
Columbia College (MO
Columbia College (SC)
Concordia College (MN)
Concordia College (NE)
Concordia University Wisconsin (WI)
Cornell College (IA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Dordt College (IA)
Drake University (IA)
Drew University (NJ)
Drexel University (PA)
Drury College (MO)
Duquesne University (PA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmira College (NY)
Emory & Henry College (VA)
Fairfield University (CT)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Freed-Hardeman University (TN)
Friends University (KS)
Furman University (SC)

Gordon College (MA)
Goshen College (IN)
Great Lakes Bible College (MI)
Grinnell College (IA)
Guilford College (NC)
Hampton University (VA)
Hartwick College (NY)
Hastings College (NE)
Heidelberg College (OH)
Hilbert College (NY)
Hobart and William Smith College (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Carroll University (OH)
Johnson C. Smith University (NC)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Le Tourneau College (TX)
Lebanon Valley College (PA)
Lees-McRae College (NC)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfield College (OR).
Loras College (IA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Malone College (OH)
Manhattan College (NY)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Memphis Theological Seminary (TN)
Mercer University (GA)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Montreat-Anderson College (NC)
Moravian College (PA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
Niagara University (NY)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College (WA)
Northwestern College (IA)
Norwich University (VT)
Notre Dame College (OH)
Oakwood College (AL)
Occidental College (CA)
Oglethorpe University (GA)
Ohio Northern University (OH)
Ohio Wesleyan College (OH)
Olivet Nazarene College (IL)
Our Lady of Holy Cross College (LA)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Luthern University (WA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pikeville College (KY)
Pine Manor College (MA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Quinnipiac College (CT)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)
Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Russell Sage College (NY)
Sacred Heart University (CT)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
Saint Francis College (PA)
St. John Fisher College (NY)
Saint Joseph's University (PA)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College (IN)
Saint Mary's College of California (CA)
St. Mary's University of San Antonio (TX)

Participating Institutions (continued):

Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Russell Sage College (NY)
Sacred Heart University (CT)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College (IN)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (IA)
Simpson College (CA)
Sioux Falls College (SD)
Skidmore College (NY)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. John Fisher College (NY)
St. John's University (MN)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stillman College (AL)
Susquehanna University (PA)
Syracuse University (NY)
Tabor College (KS)
Teikyo Westmar University (IA)
Texas Christian University (TX)
Thomas More College (KY)
Tiffin University (OH)
Transylvania University (KY)
Tri-State University (IN)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (The) (OH)
Union University (TN)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Charleston (The) (WV)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of San Francisco (CA)
University of St. Thomas (TX)
University of St. Thomas (MN)
University of the Ozarks (AR)
University of The South (The) (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Washington College (MD)
Webber College (FL)
Wesley College (DE)
Wesleyan College (GA)
Western Baptist College (OR)
Western Maryland College (MD)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College, Inc. (WV)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
Wilmington College (OH)
Wilmington College (DE)
Wingate College (NC)
Wisconsin Lutheran College (WI)
Woodbury University (CA)
York College of Pennsylvania (PA)

Total Institutions: 306

SALARY-TREND STUDY OF FACULTY IN ENGINEERING-RELATED TECHNOLOGIES FOR THE YEARS 1990-91 AND 1993-94

By
Richard D. Howe
and
Patton B. Reighard

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1993-94. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 42 selected academic disciplines including engineering-related technologies. The disciplines were chosen from among those defined by _A Classification of Instructional Programs_ (_CIP_), 1990. The definition of the discipline/major field of engineering-related technologies in the _CIP_ is as follows:

> A summary of groups of instructional programs that prepare individuals to apply basic engineering principles and technical skills in support of engineering and related projects.*
>
> [*_A Classification of Instructional Programs_ (Washington, D.C.: National Center for Education Statistics, [1990], p. 93--15.).]

This article presents a summary of the overall average salary increases in the discipline/major field of engineering-related technologies from the "baseline year" of 1990-91 to and including the "trend year" of 1993-94 for both public and private institutions. Of the 282 institutions which participated in CUPA's PUBLIC study of 1990-91, 221 also participated in 1993-94. Data from

those same 221 institutions were used in both the baseline year and the trend year. Of the 494 institutions which participated in CUPA's PRIVATE study of 1990-91, 306 also participated in 1993-94. Data from those same 306 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of engineering-related technologies for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1990-91 and 1993-94).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or 10-month academic year salary of fulltime faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 31.3 for associate professor of engineering-related technologies in the 1990-91 public study means that 31.3 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1990-91, PUBLIC 1993-94, PRIVATE 1990-91 and PRIVATE 1993-94. For example, a SALARY FACTOR of 1.01 for associate professors in the discipline/major field of engineering-related technologies in the 1989-90 public study means that their average salary is one percent higher than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1990-91 or 1993-94). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 42 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of engineering-related technologies with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1990-91 and the "trend year" of 1993-94 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

PUBLIC, 1990-91:

DISCIPLINE: ENGINEERING RELATED TECHNOLOGIES
MAJOR FIELD: ENGINEERING RELATED TECHNOLOGIES

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	47800	219	56	40600	295	67	34100	345	65	33854	40	23	27427	84	35	38721	943	71
FAC MIX PCT:	23.2%			31.3%			36.6%			4.2%			8.9%			100.0%		
SALARY FACTOR:	0.97			1.01			1.02			1.04			1.06			0.97		

ALL MAJOR FIELDS

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	49382	20535		40201	17323		33479	17898		32406	2968		25977	5278		40089	61034	221
FAC MIX PCT:	33.6%			28.4%			29.3%			4.9%			8.6%			100.0%		

PUBLIC, 1993-94:

DISCIPLINE: ENGINEERING RELATED TECHNOLOGIES
MAJOR FIELD: ENGINEERING RELATED TECHNOLOGIES

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	51306	225	57	44312	318	67	37013	306	68	37728	36	25	30590	80	33	42420	929	76
FAC MIX PCT:	24.2%			34.2%			32.9%			3.9%			8.6%			100.0%		
SALARY FACTOR:	0.96			1.02			1.02			1.08			1.12			0.97		

ALL MAJOR FIELDS

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	53700	20965		43457	17404		36275	17890		34850	2587		27419	4384		43720	60643	221
FAC MIX PCT:	34.6%			28.7%			29.5%			4.3%			7.2%			100.0%		

- -

PRIVATE, 1990-91:

DISCIPLINE: ENGINEERING RELATED TECHNOLOGIES
MAJOR FIELD: ENGINEERING RELATED TECHNOLOGIES

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	46027	24	8	39417	35	10	32819	35	10	26500	2	2	29532	11	5	37693	105	12
FAC MIX PCT:	22.9%			33.3%			33.3%			1.9%			10.5%			100.0%		
SALARY FACTOR:	0.90			1.00			1.00			0.86			1.13			0.94		

ALL MAJOR FIELDS

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	51194	10278		39238	9563		32704	9984		30965	1513		26246	1868		40291	31693	306
FAC MIX PCT:	32.4%			30.2%			31.5%			4.8%			5.9%			100.0%		

PRIVATE, 1993-94:

DISCIPLINE: ENGINEERING RELATED TECHNOLOGIES
MAJOR FIELD: ENGINEERING RELATED TECHNOLOGIES

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	52380	37	9	45512	40	12	38339	29	11	38072	5	3	43663	4	3	45864	110	16
FAC MIX PCT:	33.6%			36.4%			26.4%			4.5%			3.6%			100.0%		
SALARY FACTOR:	0.91			1.04			1.06			1.13			1.52			1.01		

ALL MAJOR FIELDS

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	57805	10854		43900	9968		36283	10119		33719	1372		28694	1637		45403	32578	306
FAC MIX PCT:	33.3%			30.6%			31.1%			4.2%			5.0%			100.0%		

RESULTS OF THE TWO PUBLIC STUDIES, 1990-91 AND 1993-94

In the PUBLIC 1990-91 salary study in the above table, the reader may note that the discipline/major field of engineering-related technologies was reported in 71 of the 221 public institutions. The average salary of the 943 faculty was $38,721. This average salary was approximately 3.5 percent lower than the average salary of $40,089 for all 61,034 faculty in ALL MAJOR FIELDS in the 1990-91 public study.

In the PUBLIC 1993-94 salary study in the above table, the discipline/major field of engineering-related technologies was reported in 76 of the same 221 public institutions. The average salary of the 929 faculty was $42,420. This average salary was approximately 3.1 percent lower than the average salary of $43,720 for all 60,643 faculty in ALL MAJOR FIELDS in the 1993-94 public study.

The increase in average salaries for all faculty in the discipline/major field of engineering-related technologies after three years in the public institutions studied was 9.6 percent ($42,420 minus $38,721 equals $3,699). The CPI of increased cost-of-living between October 1990 and October 1993 was 9.1 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year period, is .5 percent or .02 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 9.1 percent ($43,720 minus $40,089 equals $3,631). In comparison to the discipline/major field of engineering-related technologies (9.6%); therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of .5 percent (9.6% minus 9.1% equals .5%) less than faculty in the discipline/major field of engineering-related technologies.

The reader may note that the faculty mix percentage in engineering-related technologies is lower at the professor rank than at the assistant professor rank in the 1990-91 study: 23.2 percent vs. 36.6 percent, and in the 1993-94 study it is 24.2 percent vs. 32.9 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 33.6 percent vs. 29.3 percent (1990-91) and 34.6 percent vs. 29.5 percent (1993-94), respectively.

Finally, the hiring rate of new assistant professors in engineering-related technologies in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1990-91, 4.2 percent (40/943) vs. 4.9 percent (2,968/61,043), respectively; and lower in 1993-94, 3.9 percent (36/929) vs. 4.3 percent (2,587/-60,643), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1990-91 AND 1993-94

In the PRIVATE 1990-91 salary study in the above table, the reader may note that the discipline/major field of engineering-related technologies was reported in 12 of the 306 private institutions. The average salary of the 105 faculty was $37,693. This average salary was 6.9 percent lower than the average salary of $40,291 for all 31,693 faculty in ALL MAJOR FIELDS in the 1990-91 private study.

In the PRIVATE 1993-94 salary study in the above table, the discipline/-major field of engineering-related technologies was reported in 16 of the same 306 private institutions. The average salary of the 110 faculty was $45,864. This average salary was 1.0 percent higher than the average salary of $45,403 for all 32,578 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

The increase in average salaries for all faculty in engineering-related technologies after three years in the private institutions studied was 21.7 percent ($45,864 minus $37,693 equals $8,171). The CPI of increased cost-of-living between October 1990 and October 1993 was 9.1 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time

period, is 12.6 percent or 4.2 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 12.7 percent ($45,403 minus $40,291 equals $5,112). In comparison to the discipline/major field of engineering-related technologies (12.6), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by .1 percent (12.7% minus 12.6 equals .1) more than faculty in engineering-related technologies.

In the discipline/major field of engineering-related technologies, the reader may note that the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank in: 22.9 percent vs. 33.3 percent (1990-91), respectively; and higher 33.6 percent vs. 26.4 percent, (1993-94), respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32.4 percent vs. 31.5 percent (1990-1991), and 33.3 percent vs. 31.1 percent (1993-94), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in engineering-related technologies was lower than the hiring rate in ALL MAJOR FIELDS in the 1990-91 private study: 1.9 percent (2/105) vs. 4.8 percent (1,513/31,693), respectively, and higher in the 1993-94 private study: 4.5 percent (5/110) vs. 4.2 percent (1,372/32,578), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of engineering-related technologies and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1990-91 through the "trend year" of 1993-94. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 2,087 (1.2%) faculty in the discipline/major field engineering-related technologies participated and were included in the 42 disciplines/major fields in each of the four studies and in the overall total of 185,948 participating faculty. The same 221 public institutions and the same 306 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of engineering-related technologies in 1990-91 in the public and private studies were some three percent below and six percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in engineering-related technologies in 1993-94 in the public and private studies were three percent below and one percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1993 increased 1.9 percent from the CPI of October 1990, and indicates that the faculty in engineering-related technologies in the public institutions received an average annual salary increase of .05 percent above the cost-of-living. In the private institutions the annual average salary increase was 4.2 percent each year above the cost-of-living.

Third, in the discipline/major field of engineering-related technologies the professor rank FAC MIX PCTs were lower than those in the assistant professor rank in both public studies and in the 1990-91 private study but higher in the 1993-94 private study.

Finally, the hiring rate of new assistant professors in engineering-related technologies in the 1990-91 and 1993-94 public and 1993-94 private study was lower than in ALL MAJOR FIELDS but was higher in the 1993-94 private study.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of engineering-related technologies is being developed, it is anticipated that this current information will be a valuable reference tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina. Co-author Patton B. Reighard is the Associate Dean of the College of Fine and Applied Arts and a professor of communication at Appalachian State University.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC Participating Institutions, page 11

C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
AREA, ETHNIC, AND CULTURAL STUDIES
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES
BUSINESS/MANAGERIAL ECONOMICS
BUSINESS MARKETING AMD MARKETING MANAGEMENT
CHEMISTRY, GENERAL
COMMUNICATIONS
COMMUNICATION TECHNOLOGIES
COMPUTER AND INFORMATION SCIENCES
COUNSELOR EDUCATION COUNSELING AND GUIDANCE SERVICES
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R.N. TRAINING)
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
READING TEACHER EDUCATION
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS
TOTAL: 42

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1990-91 and 1993-94

Institutions Participating in Both Studies:

Alabama A&M University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technical University (AR)
Armstrong State College (GA)
Auburn University of Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University Sacramento (CA)
California State University Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
College of Staten Island of the City University of New York (NY)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
Dickinson State University (ND)
East Central University (OK)
East Stroudsburg University (PA)
East Tennessee State University (TN)
East Texas State University (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern Montana College (MT)
Eastern New Mexico University (NM)
Eastern Oregon State College (OR)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fitchburg State College (MA)
Fort Hays State University (KS)
Fort Lewis College (CO)
Framingham State College (MA)
Francis Marion University (SC)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University of Pennsylvania (PA)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander College (SC)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (NE)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi Valley State University (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana College of Mineral Science and Technology (MT)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)

Participating Institutions (continued):

Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern State University (SD)
Northwest Missouri State University (MO)
Northwestern State University (LA)
Oakland University (MI)
Oklahoma Panhandle State University (OK)
Old dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Prairie View A&M University (TX)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
San Diego State University (CA)
Sangamon State University (IL)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
Southeast Missouri State University (MO)
Southwastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern college of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
St. Claud State University (MM)
State University of New York at Brockport (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
State University of New York College at Oswego (NY)
State University of New York College at Plattsburgh (NY)
State University of New York College at Potsdam (NY)
Tarleton State University (TX)
Tennessee Technological University (TN)
Texas A&M University-Corpus Christi TX)
Texas Woman's University (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama in Huntsville (AL)
University of Alaska Southeast (AK)
University of Arkansas at Little Rock (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Guam (GU)
University of Houston-Clear Lake (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maryland Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Memphis (TN)
University of Missouri-St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Pittsburgh at Bradford (PA)
University of Puerto Rico-Cayey (PR)
University of Puerto Rico-Humacao University College (PR)
University of Science and Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of Southern Carolina-Aiken (SC)
University of South Florida (The) (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Texas at Dallas (The) (TX)
University of Texas at El Paso (The) (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler (The) (TX)

Participating Institutions (continued):

University of the Virgin Islands (VI)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-LACrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Univesrity of Wisconsin-Stevens Point (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valley City State University (ND)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)

West Chester University of Pennsylvania (PA)
West Georgia College (GA)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winston-Salem State University (NC)
Wright State University (OH)
Youngstown State University (OH)

Total Institutions = 221

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1990-91 and 1993-94

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allenton College of St. Francis de Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (The) (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Belmont University (TN)
Benedict College (SC)
Benedictine College (KS)
Bentley College (MA)
Bethany College (KS)
Bethany College (WV)
Bethel College (IN)
Bethel College (MN)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Bradley University (OH)
Bridgewater College (VA)
Bryn Mawr College (PA)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Catawba College (NC)
Catholic University of America (DC)
Centenary College of Louisiana (LA)
Central Baptist College (AR)
Central College (IA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Clarke College (IA)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
Coker College (SC)
College of Great Falls (MT)
College of Mount Saint Vincent (NY)
College of Notre Dame (CA)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (NM)
Columbia College (MO
Columbia College (SC)
Concordia College (MN)
Concordia College (NE)
Concordia University Wisconsin (WI)
Cornell College (IA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Dordt College (IA)
Drake University (IA)
Drew University (NJ)
Drexel University (PA)
Drury College (MO)
Duquesne University (PA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmira College (NY)
Emory & Henry College (VA)
Fairfield University (CT)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Freed-Hardeman University (TN)
Friends University (KS)
Furman University (SC)

BEST COPY AVAILABLE

Gordon College (MA)
Goshen College (IN)
Great Lakes Bible College (MI)
Grinnell College (IA)
Guilford College (NC)
Hampton University (VA)
Hartwick College (NY)
Hastings College (NE)
Heidelberg College (OH)
Hilbert College (NY)
Hobart and William Smith College (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Carroll University (OH)
Johnson C. Smith University (NC)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Le Tourneau College (TX)
Lebanon Valley College (PA)
Lees-McRae College (NC)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfield College (OR).
Loras College (IA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Malone College (OH)
Manhattan College (NY)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Memphis Theological Seminary (TN)
Mercer University (GA)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Montreat-Anderson College (NC)
Moravian College (PA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
Niagara University (NY)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College (WA)
Northwestern College (IA)
Norwich University (VT)
Notre Dame College (OH)
Oakwood College (AL)
Occidental College (CA)
Oglethorpe University (GA)
Ohio Northern University (OH)
Ohio Wesleyan College (OH)
Olivet Nazarene College (IL)
Our Lady of Holy Cross College (LA)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Luthern University (WA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pikeville College (KY)
Pine Manor College (MA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Quinnipiac College (CT)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)
Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Russell Sage College (NY)
Sacred Heart University (CT)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
Saint Francis College (PA)
St. John Fisher College (NY)
Saint Joseph's University (PA)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College (IN)
Saint Mary's College of California (CA)
St. Mary's University of San Antonio (TX)

Participating Institutions (continued):

Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Russell Sage College (NY)
Sacred Heart University (CT)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College (IN)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (IA)
Simpson College (CA)
Sioux Falls College (SD)
Skidmore College (NY)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. John Fisher College (NY)
St. John's University (MN)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stillman College (AL)
Susquehanna University (PA)
Syracuse University (NY)
Tabor College (KS)
Teikyo Westmar University (IA)
Texas Christian University (TX)
Thomas More College (KY)
Tiffin University (OH)
Transylvania University (KY)
Tri-State University (IN)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (The) (OH)
Union University (TN)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Charleston (The) (WV)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of San Francisco (CA)
University of St. Thomas (TX)
University of St. Thomas (MN)
University of the Ozarks (AR)
University of The South (The) (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Washington College (MD)
Webber College (FL)
Wesley College (DE)
Wesleyan College (GA)
Western Baptist College (OR)
Western Maryland College (MD)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College, Inc. (WV)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
Wilmington College (OH)
Wilmington College (DE)
Wingate College (NC)
Wisconsin Lutheran College (WI)
Woodbury University (CA)
York College of Pennsylvania (PA)

Total Institutions: 306

SALARY-TREND STUDY OF FACULTY IN ENGLISH LANGUAGE AND LITERATURE/LETTERS FOR THE YEARS 1990-91 and 1993-94

By
Richard D. Howe and Melissa E. Barth

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1993-94: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 42 selected academic disciplines/major fields [chosen from among those defined by A Classification of Instructional Programs (CIP), 1990] including English language and literature/letters. The CIP defines the discipline/-major field of English language and literature/letters as,

> A summary of groups of instructional programs that describe the structure and use of the English language and dialects, speech, writing, and various aspects of the literatures and cultures of the English-speaking peoples.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 110--23.).]

This article summarizes the overall average salary increases in the discipline/major field of English language and literature/letters [for both public and private institutions] from the "baseline year" of 1990-91 to and including the "trend year" of 1993-94. Of the 282 institutions which participated in CUPA's PUBLIC study of 1990-91, 221 also participated in 1993-94. Data from those same 221 institutions were used in both the baseline year and the trend year. Of the 494 institutions which participated in CUPA's PRIVATE study of

1990-91, 306 also participated in 1993-94. Data from those same 306 institutions were used in both the baseline year and the trend year.

This article lists the average salaries in/for the discipline/major field of English language and literature/letters for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1990-91 and 1993-94).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of fulltime faculty only, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 25.3 for associate professors of English language and literature/letters in the 1990-91 public study means that 25.3 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1990-91, PUBLIC 1993-94, PRIVATE 1990-91 and PRIVATE 1993-94. For example, a SALARY FACTOR of 0.94 for associate professors in the discipline/major field of English language and literature/letters in the 1990-91 public study means that their average salary is six percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1990-91 or 1993-94). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS refers to the entire data base for all 42 disciplines/major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of English language and literature/letters with the entire data base for each study.

The reader will find size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1990-91 and the "trend year" of 1993-94 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC, 1990-91:	DISCIPLINE: ENGLISH LANGUAGE AND LITERATURE/LETTERS MAJOR FIELD: ENGLISH LANGUAGE AND LITERATURE/LETTERS																	
AVERAGE SALARY:	47092	1635	208	37984	1289	211	29982	1407	211	27936	213	123	22601	766	134	36385	5097	217
FAC MIX PCT:	32.1%			25.3%			27.6%			4.2%			15.0%			100.0%		
SALARY FACTOR:	0.95			0.94			0.90			0.86			0.87			0.91%		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	49382	20535		40201	17323		33479	17898		32406	2968		25977	5278		40089	61034	221
FAC MIX PCT:	33.6%			28.4%			29.3%			4.9%			8.6%			100.0%		
PUBLIC, 1993-94:	DISCIPLINE: ENGLISH LANGUAGE AND LITERATURE/LETTERS MAJOR FIELD: ENGLISH LANGUAGE AND LITERATURE/LETTERS																	
AVERAGE SALARY:	51041	1641	208	40684	1294	207	32825	1385	214	31248	202	107	24054	665	126	39691	4985	215
FAC MIX PCT:	32.9%			26.0%			27.8%			4.1%			13.3%			100.0%		
SALARY FACTOR:	0.95			0.94			0.90			0.90			0.88			0.91		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	53700	20965		43457	17404		36275	17890		34850	2587		27419	4384		43720	60643	221
FAC MIX PCT:	34.6%			28.7%			29.5%			4.3%			7.2%			100.0%		
PRIVATE, 1990-91:	DISCIPLINE: ENGLISH LANGUAGE AND LITERATURE/LETTERS MAJOR FIELD: ENGLISH LANGUAGE AND LITERATURE/LETTERS																	
AVERAGE SALARY:	46720	863	249	36114	661	231	29466	719	240	27759	118	88	25904	182	92	37151	2425	291
FAC MIX PCT:	35.6%			27.3%			29.6%			4.9%			7.5%			100.0%		
SALARY FACTOR:	0.91			0.92			0.90			0.90			0.99			0.92		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	51194	10278		39238	9563		32704	9984		30965	1513		26246	1868		40291	31693	306
FAC MIX PCT:	32.4%			30.2%			31.5%			4.8%			5.9%			100.0%		
PRIVATE, 1993-94:	DISCIPLINE: ENGLISH LANGUAGE AND LITERATURE/LETTERS MAJOR FIELD: ENGLISH LANGUAGE AND LITERATURE/LETTERS																	
AVERAGE SALARY:	52173	943	263	39836	674	239	32838	775	243	31050	89	65	25452	165	85	41337	2557	290
FAC MIX PCT:	36.9%			26.4%			30.3%			3.5%			6.9%			100.0%		
SALARY FACTOR:	0.90			0.91			0.91			0.92			0.89			0.91		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	57805	10854		43900	9968		36283	10119		33719	1372		28694	1637		45403	32578	306
FAC MIX PCT:	33.3%			30.6%			31.1%			4.2%			5.0%			100.0%		

RESULTS OF THE TWO PUBLIC STUDIES, 1990-91 and 1993-94

In the PUBLIC 1990-91 study in the above table, the discipline/major field of English language and literature/letters was reported in 217 of the 221 public institutions. The average salary of the 5,097 faculty was $36,385. This average salary was approximately 10.2 percent lower than the average salary of $40,089 for all 61,034 faculty in ALL MAJOR FIELDS in the 1990-91 public study.

For the PUBLIC 1993-94 salary study in the above table, English language and literature/letters was reported in 215 of the same 221 public institutions. The average salary of the 4,985 faculty was $39,691. This average salary was approximately 10.2 percent lower than the average salary of $43,720 for all 60,643 faculty in ALL MAJOR FIELDS in the same 1993-94 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of English language and literature/letters after three years in the public institutions studied was 9.1 percent ($39,691 minus $36,385 equals $3,306). The CPI of increased cost-of-living between October 1990 and October 1993 was 9.1 percent. Thus, the increase in English language and literature/letters average faculty salaries over the three-year period was the same as the increase in the cost-of-living for the same period.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($43,720 minus $40,089 equal $3,631) just as for salary increases for English language and literature/letters (9.1%).

In the 1990-91 study the faculty mix percentage in English language and literature/letters is higher at the professor rank than at the assistant professor rank: 32.1 percent vs. 27.6 percent; and in the 1993-94 study it is 32.9 percent vs. 27.8 percent, The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 33.6 percent vs. 29.3 percent (1990-91) and 34.6 percent vs. 29.5 percent (1993-94).

Finally, the hiring rate of new assistant professors in English language and literature/letters in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1990-91--4.2 percent (213/5,097) vs. 4.9. percent (2,968/-61,034), and lower in 1993-94, 4.1 percent (202/4,985) vs. 4.3 percent (2,587/60,643).

RESULTS OF THE TWO PRIVATE STUDIES, 1990-91 and 1993-94

The PRIVATE 1990-91 salary study in the above tableindicates that the discipline/major field of English language and literature/letters was reported in 291 of the 306 private institutions. The average salary of the 2,425 faculty was $37,151, an average salary was 8.5 percent lower than the average salary of $40,291 for all 31,693 faculty in ALL MAJOR FIELDS in the 1990-91 private study.

In the PRIVATE 1993-94 salary study in the above table, 209 of the same 306 private institutions reported English language and literature/letters. The average salary of the 2,557 faculty was $41,337, an average salary 9.8 percent lower than the average salary of $45,403 for all 32,578 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

The three-year increase in average salaries for all faculty in English language and literature/letters in the private institutions studied was 11.3 percent ($41,337 minus $37,151 equals $4,186). The CPI of increased cost-of-living between October 1990 and October 1993 was 9.1 percent. A more realistic increase, therefore, in the average faculty salaries of English language language and literature/letters over the three-year time period, is 2.2 percent or .7 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 12.7 percent ($45,403 minus $40,291 equals $5,112). In comparison to English language and literature/letters (11.3%), the faculty in ALL MAJOR FIELDS increased their salaries 1.4 percent (12.7% minus 11.3% equal 1.4%) more than faculty in English language and literature/letters.

For both studies in the discipline/major field of English language and literature/letters, the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank: 35.6 percent vs. 29.6 percent (1990-91), and 36.9 percent vs. 30.3 percent, (1993-94). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32.4 percent vs. 31.5 percent (1990-91) and 33.3 percent vs. 31.1 percent (1993-94).

Finally, the hiring rate for new assistant professors in English language and literature/letters was higher than the hiring rate in ALL MAJOR FIELDS in the 1990-91 private study: 4.9 percent (118/2,425) vs. 4.8 percent (1,513/31,693), and lower in the 1993-94 private study: 3.5 percent (89/2,557) vs. 4.2 percent (1,372/32,578).

CONCLUSION

This article presents salary-trend information on the academic discipline/-major field of English language and literature/letters and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1990-91 through the "trend year" of 1993-94. Two studies--one for public institutions, and the other for private institutions

--were conducted for the baseline year and for the trend year--a total of four studies. A total of 15,064 (8.1%) faculty in the discipline/major field of English language and literature/letters participated and were included in the 42 disciplines/major fields in each of the four studies and in the overall total of 185,948 participating faculty. The same 221 public institutions and the same 306 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both, the average faculty salary in the disipline/major field of English language and literature/letters in 1990-91 were nine percent and eight percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in English language and literature/letters in 1993-94 nine percent and nine percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1993 CPI reflects a 9.1 percent increase over the 1990 CPI, indicating that the faculty in English language and literature/letters in the public institutions received essentially the same average annual salary increase as the CPI. In contrast, the private institutions the annual average salary increase was .7 percent above the cost-of-living.

Third, in both the 1990-91 and 1993-94 public and private studies in English language and literature/letters, the professor rank FAC MIX PCts are higher than those for the assistant professor rank indicating that in both the public and private studies the discipline/major field of English language and literature/letters is firmly established and on going in the academy.

Finally, while the hiring rate for new assistant professors in English language and literature/letters were lower than the hiring rate in ALL MAJOR FIELDS in both the 1990-91 and 1993-94 public studies and the 1993-94 private study, in the 1990-91 private study it was higher.

Because a significant data base of average faculty salaries in the academic discipline/major field of English language and literature/letters has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

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APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC Participating Institutions, page 11

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APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
AREA, ETHNIC, AND CULTURAL STUDIES
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES
BUSINESS/MANAGERIAL ECONOMICS
BUSINESS MARKETING AMD MARKETING MANAGEMENT
CHEMISTRY, GENERAL
COMMUNICATIONS
COMMUNICATION TECHNOLOGIES
COMPUTER AND INFORMATION SCIENCES
COUNSELOR EDUCATION COUNSELING AND GUIDANCE SERVICES
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R.N. TRAINING)
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
READING TEACHER EDUCATION
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS
TOTAL: 42

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1990-91 and 1993-94

Institutions Participating in Both Studies:

Alabama A&M University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technical University (AR)
Armstrong State College (GA)
Auburn University of Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University Sacramento (CA)
California State University Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
College of Staten Island of the City University of New York (NY)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
Dickinson State University (ND)
East Central University (OK)
East Stroudsburg University (PA)
East Tennessee State University (TN)
East Texas State University (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern Montana College (MT)
Eastern New Mexico University (NM)
Eastern Oregon State College (OR)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fitchburg State College (MA)
Fort Hays State University (KS)
Fort Lewis College (CO)
Framingham State College (MA)
Francis Marion University (SC)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University of Pennsylvania (PA)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander College (SC)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (NE)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi Valley State University (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana College of Mineral Science and Technology (MT)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)

Participating Institutions (continued):

Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern State University (SD)
Northwest Missouri State University (MO)
Northwestern State University (LA)
Oakland University (MI)
Oklahoma Panhandle State University (OK)
Old dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Prairie View A&M University (TX)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
San Diego State University (CA)
Sangamon State University (IL)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
Southeast Missouri State University (MO)
Southwastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern college of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
St. Claud State University (NM)
State University of New York at Brockport (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
State University of New York College at Oswego (NY)
State University of New York College at Plattsburgh (NY)
State University of New York College at Potsdam (NY)
Tarleton State University (TX)
Tennessee Technological University (TN)
Texas A&M University-Corpus Christi TX)
Texas Woman's University (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama in Huntsville (AL)
University of Alaska Southeast (AK)
University of Arkansas at Little Rock (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Guam (GU)
University of Houston-Clear Lake (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maryland Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Memphis (TN)
University of Missouri-St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Pittsburgh at Bradford (PA)
University of Puerto Rico-Cayey (PR)
University of Puerto Rico-Humacao University College (PR)
University of Science and Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of Southern Carolina-Aiken (SC)
University of South Florida (The) (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Texas at Dallas (The) (TX)
University of Texas at El Paso (The) (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler (The) (TX)

Participating Institutions (continued):

University of the Virgin Islands (VI)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Univesrity of Wisconsin-Stevens Point (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valley City State University (ND)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Georgia College (GA)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winston-Salem State University (NC)
Wright State University (OH)
Youngstown State University (OH)

Total Institutions = 221

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1990-91 and 1993-94

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allenton College of St. Francis de Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (The) (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Belmont University (TN)
Benedict College (SC)
Benedictine College (KS)
Bentley College (MA)
Bethany College (KS)
Bethany College (WV)
Bethel College (IN)
Bethel College (MN)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Bradley University (OH)
Bridgewater College (VA)
Bryn Mawr College (PA)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Catawba College (NC)
Catholic University of America (DC)
Centenary College of Louisiana (LA)
Central Baptist College (AR)
Central College (IA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Clarke College (IA)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
Coker College (SC)
College of Great Falls (MT)
College of Mount Saint Vincent (NY)
College of Notre Dame (CA)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (NM)
Columbia College (MO
Columbia College (SC)
Concordia College (MN)
Concordia College (NE)
Concordia University Wisconsin (WI)
Cornell College (IA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Dordt College (IA)
Drake University (IA)
Drew University (NJ)
Drexel University (PA)
Drury College (MO)
Duquesne University (PA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmira College (NY)
Emory & Henry College (VA)
Fairfield University (CT)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Freed-Hardeman University (TN)
Friends University (KS)
Furman University (SC)

BEST COPY AVAILABLE

Gordon College (MA)
Goshen College (IN)
Great Lakes Bible College (MI)
Grinnell College (IA)
Guilford College (NC)
Hampton University (VA)
Hartwick College (NY)
Hastings College (NE)
Heidelberg College (OH)
Hilbert College (NY)
Hobart and William Smith College (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Carroll University (OH)
Johnson C. Smith University (NC)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Le Tourneau College (TX)
Lebanon Valley College (PA)
Lees-McRae College (NC)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Malone College (OH)
Manhattan College (NY)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Memphis Theological Seminary (TN)
Mercer University (GA)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Montreat-Anderson College (NC)
Moravian College (PA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
Niagara University (NY)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College (WA)
Northwestern College (IA)
Norwich University (VT)
Notre Dame College (OH)
Oakwood College (AL)
Occidental College (CA)
Oglethorpe University (GA)
Ohio Northern University (OH)
Ohio Wesleyan College (OH)
Olivet Nazarene College (IL)
Our Lady of Holy Cross College (LA)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Luthern University (WA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pikeville College (KY)
Pine Manor College (MA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Quinnipiac College (CT)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)
Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Russell Sage College (NY)
Sacred Heart University (CT)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
Saint Francis College (PA)
St. John Fisher College (NY)
Saint Joseph's University (PA)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College (IN)
Saint Mary's College of California (CA)
St. Mary's University of San Antonio (TX)

Participating Institutions (continued):

Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Russell Sage College (NY)
Sacred Heart University (CT)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College (IN)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (IA)
Simpson College (CA)
Sioux Falls College (SD)
Skidmore College (NY)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. John Fisher College (NY)
St. John's University (MN)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stillman College (AL)
Susquehanna University (PA)
Syracuse University (NY)
Tabor College (KS)
Teikyo Westmar University (IA)
Texas Christian University (TX)
Thomas More College (KY)
Tiffin University (OH)
Transylvania University (KY)
Tri-State University (IN)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (The) (OH)
Union University (TN)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Charleston (The) (WV)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of San Francisco (CA)
University of St. Thomas (TX)
University of St. Thomas (MN)
University of the Ozarks (AR)
University of The South (The) (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Washington College (MD)
Webber College (FL)
Wesley College (DE)
Wesleyan College (GA)
Western Baptist College (OR)
Western Maryland College (MD)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College, Inc. (WV)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
Wilmington College (OH)
Wilmington College (DE)
Wingate College (NC)
Wisconsin Lutheran College (WI)
Woodbury University (CA)
York College of Pennsylvania (PA)

Total Institutions: 306

SALARY-TREND STUDY OF FACULTY
IN
FOREIGN LANGUAGES AND LITERATURES
FOR THE YEARS
1990-91 AND 1993-94

By
Richard D. Howe and Loles D. Solis

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1993-94. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 42 selected academic disciplines including foreign languages and literatures. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/-major field of foreign languages and literatures in the CIP is as follows:

> A summary of groups of instructional programs that describe the study of languages other than English, and the study of related aspects of foreign literatures and cultures.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 99--16.).]

This article presents a summary of the overall average salary increases in the discipline/major field of foreign languages and literatures from the "baseline year" of 1990-91 to and including the "trend year" of 1993-94 for both public and private institutions. Of the 282 institutions which participated in CUPA's PUBLIC study of 1990-91, 221 also participated in 1993-94. Data from

those same 221 institutions were used in both the baseline year and the trend year. Of the 494 institutions which participated in CUPA's PRIVATE study of 1990-91, 306 also participated in 1993-94. Data from those same 306 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of foreign languages and literatures for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1990-91 and 1993-94).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or 10-month academic year salary of fulltime faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 29.2 for associate professor of foreign languages and literatures in the 1990-91 public study means that 29.2 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1990-91, PUBLIC 1993-94, PRIVATE 1990-91 and PRIVATE 1993-94. For example, a SALARY FACTOR of .95 for associate professors in the discipline/major field of foreign languages and literatures in the 1989-90 public study means that their average salary is five percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1990-91 or 1993-94). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 42 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of foreign languages and literatures with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1990-91 and the "trend year" of 1993-94 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: FOREIGN LANGUAGES AND LITERATURES																		
PUBLIC, 1990-91: MAJOR FIELD: FOREIGN LANGUAGES AND LITERATURES																		
SALARY:	48279	463	147	38328	488	154	30998	539	164	28952	94	69	23988	184	83	37144	1674	189
FAC MIX PCT:	27.7%			29.2%			32.2%			5.6%			11.0%			100.0%		
SALARY FACTOR:	0.98			0.95			0.93			0.89			0.92			0.93%		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	49382	20535		40201	17323		33479	17898		32406	2968		25977	5278		40089	61034	221
FAC MIX PCT:	33.6%			28.4%			29.3%			4.9%			8.6%			100.0%		
DISCIPLINE: FOREIGN LANGUAGES AND LITERATURES																		
PUBLIC, 1993-94: MAJOR FIELD: FOREIGN LANGUAGES AND LITERATURES																		
AVERAGE SALARY:	52232	493	148	41183	523	158	33191	535	168	31491	74	52	25279	170	79	40293	1721	190
FAC MIX PCT:	28.6%			30.4%			31.1%			4.3%			9.9%			100.0%		
SALARY FACTOR:	0.97			0.95			0.91			0.90			0.92			0.92		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	53700	20965		43457	17404		36275	17890		34850	2587		27419	4384		43720	60643	221
FAC MIX PCT:	34.6%			28.7%			29.5%			4.3%			7.2%			100.0%		
- - - - - - - -																		
DISCIPLINE: FOREOGN LANGUAGES AND LITERATURES																		
PRIVATE, 1990-91: MAJOR FIELD: FOREIGN LANGUAGES AND LITERATURES																		
AVERAGE SALARY:	47402	394	155	37195	418	155	30720	530	174	28619	86	58	24372	120	77	36546	1462	238
FAC MIX PCT:	26.9%			28.6%			36.3%			5.9%			8.2%			100.0%		
SALARY FACTOR:	0.93			0.95			0.94			0.92			0.93			0.91		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	51194	10278		39238	9563		32704	9984		30965	1513		26246	1868		40291	31693	306
FAC MIX PCT:	32.4%			30.2%			31.5%			4.8%			5.9%			100.0%		
DISCIPLINE: FOREIGN LANGUAGES AND LITERATURES																		
PRIVATE, 1993-94: MAJOR FIELD: FOREIGN LANGUAGES AND LITERATURES																		
AVERAGE SALARY:	53002	407	160	41743	456	164	34128	527	188	30771	77	56	27397	146	81	40750	1536	245
FAC MIX PCT:	26.5%			29.7%			34.3%			5.0%			9.5%			100.0%		
SALARY FACTOR:	0.92			0.95			0.94			0.91			0.95			0.90		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	57805	10854		43900	9968		36283	10119		33719	1372		28694	1637		45403	32578	306
FAC MIX PCT:	33.3%			30.6%			31.1%			4.2%			5.0%			100.0%		

RESULTS OF THE TWO PUBLIC STUDIES, 1990-91 AND 1993-94

In the PUBLIC 1990-91 salary study in the above table, the reader may note that the discipline/major field of foreign languages and literatures was reported in 189 of the 221 public institutions. The average salary of the 1,674 faculty was $37,144. This average salary was approximately 7.9 percent lower than the average salary of $40,089 for all 61,034 faculty in ALL MAJOR FIELDS in the 1990-91 public study.

In the PUBLIC 1993-94 salary study in the above table, foreign languages and literatures was reported in 190 of the same 221 public institutions. The average salary of the 1,721 faculty was $40,293. This average salary was approximately 9.5 percent lower than the average salary of $43,720 for all 60,643 faculty in ALL MAJOR FIELDS in the 1993-94 public study.

The increase in average salaries for all faculty in the discipline/major field of foreign languages and literatures after three years in the public institutions studied was 8.5 percent ($40,293 minus $37,144 equals $3,149). The CPI of increased cost-of-living between October 1990 and October 1993 was 9.1 percent. In comparison with the CPI, there was a relative increase in foreign languages average faculty salaries over the three-year period by .6 percent or an average of .2 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 9.1 percent (43,720 minus $40,089 equals $3,631). In comparison to the discipline/major field of foreign languages and literatures (8.5%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of .6 percent (9.1% minus 8.5% equals .6%) less than faculty in foreign languages and literatures.

The reader may note that the faculty mix percentage in foreign languages and literatures is lower at the professor rank than at the assistant professor rank in the 1990-91 study: 27.7 percent vs. 32.2 percent, and in the 1993-94 study it is 28.6 percent vs. 31.1 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 33.6 percent vs. 29.3 percent (1990-91) and 34.6 percent vs. 29.5 percent (1993-94), respectively.

Finally, the hiring rate of new assistant professors in foreign languages in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1990-91, 5.6 percent (94/1,674) vs. 4.9 percent (2,968/61,034), respectively; and the same in 1993-94, 4.3 percent (74/1721) vs. 4.3 percent (2,587/60,643), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1990-91 AND 1993-94

In the PRIVATE 1990-91 salary study in the above table, the reader may note that the discipline/major field of foreign languages and literatures was reported in 238 of the 306 private institutions. The average salary of the 1,462 faculty was $36,546. This average salary was 10.2 percent lower than the average salary of $40,291 for all 31,693 faculty in ALL MAJOR FIELDS in the 1990-91 private study.

In the PRIVATE 1993-94 salary study in the above table, foreign languages and literatures was reported in 245 of the same 306 private institutions. The average salary of the 1,536 faculty was $40,750. This average salary was 11.4 percent lower than the average salary of $45,403 for all 32,578 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

The increase in average salaries for all faculty in foreign languages and literatures after three years in the private institutions studied was 11.5 percent ($40,750 minus $36,546 equals $4,204). The CPI of increased cost-of-living between October 1990 and October 1993 was 9.1 percent. A more realistic increase, therefore, in the average faculty salaries of foreign languages and literatures over the three-year time period, is 2.4 percent or .8 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 12.7 percent ($45,403 minus $40,291 equals $5,112). In comparison to the discipline/major field of foreign languages and literatures (11.5%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 1.2 percent (12.7% minus 11.5% equals 1.2%) more than faculty in foreign languages and literatures.

In the discipline/major field of foreign languages and literatures, the reader may note that the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank in both studies: 26.9 percent vs. 36.3 percent (1990-91), respectively; and 26.5 percent vs. 34.3 percent, (1993-94), respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32.4 percent vs. 31.5 percent (1990-1991), and 33.3 percent vs. 31.1 percent (1993-94), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in foreign languages and literatures was higher than the hiring rate in ALL MAJOR FIELDS in the 1990-91 private study: 5.9 percent (86/1,462) vs. 4.8 percent (1,513/31,693), respectively, and also higher in the 1993-94 private study: 5.0 percent (77/1,536) vs. 4.2 percent (1,372/32,578), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of foreign languages and literatures and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1990-91 through the "trend year" of 1993-94. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 6,393 (3.4%) faculty in the discipline/major field of foreign languages and literatures participated and were included in the 42 disciplines/major fields in each of the four studies and in the overall total of 185,948 participating faculty. The same 221 public institutions and the same 306 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of foreign languages and literatures in 1990-91 in the public and private studies were some seven percent and nine percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in foreign languages and literatures in 1993-94 in the public and private studies were nine percent and 10 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1993 increased 9.1 percent from the CPI of October 1990, and indicates that the faculty in foreign languages and literatures in the public institutions received an average annual salary increase of .6 percent each year below the cost-of-living. In the private institutions the annual average salary increase was .8 percent each year above the cost-of-living.

Third, in the discipline/major field of foreign languages and literatures the professor rank FAC MIX PCTs are lower than those in the assistant professor rank in both the 1990-91 and 1993-94 public studies, and the same is true both in the 1990-91 and 1993-94 private studies.

Finally, the hiring rate of new assistant professors in foreign languages and literatures was higher than in ALL MAJOR FIELDS in the 1990-91 public study and the same in the 1993-94 study. In the private studies the hiring rate was higher than in ALL MAJOR FIELDS in both the 1990-91 and 1993-94 studies.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of foreign languages and literatures is being developed, it is anticipated that this current information will be a valuable reference tool for interested administrators and professors.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC Participating Institutions, page 11

C - LIST OF PRIVATE Participating Institutions, page 14

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina. Co-author Loles D. Solis is an assistant professor and a reference librarian in Belk Library at Appalachian State University.

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
AREA, ETHNIC, AND CULTURAL STUDIES
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES
BUSINESS/MANAGERIAL ECONOMICS
BUSINESS MARKETING AMD MARKETING MANAGEMENT
CHEMISTRY, GENERAL
COMMUNICATIONS
COMMUNICATION TECHNOLOGIES
COMPUTER AND INFORMATION SCIENCES
COUNSELOR EDUCATION COUNSELING AND GUIDANCE SERVICES
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R.N. TRAINING)
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
READING TEACHER EDUCATION
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS
TOTAL: 42

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1990-91 and 1993-94

Institutions Participating in Both Studies:

Alabama A&M University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technical University (AR)
Armstrong State College (GA)
Auburn University of Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University Sacramento (CA)
California State University Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
College of Staten Island of the City University of New York (NY)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
Dickinson State University (ND)
East Central University (OK)
East Stroudsburg University (PA)
East Tennessee State University (TN)
East Texas State University (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern Montana College (MT)
Eastern New Mexico University (NM)
Eastern Oregon State College (OR)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fitchburg State College (MA)
Fort Hays State University (KS)
Fort Lewis College (CO)
Framingham State College (MA)
Francis Marion University (SC)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University of Pennsylvania (PA)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander College (SC)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (NE)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi Valley State University (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana College of Mineral Science and Technology (MT)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)

Participating Institutions (continued):

Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern State University (SD)
Northwest Missouri State University (MO)
Northwestern State University (LA)
Oakland University (MI)
Oklahoma Panhandle State University (OK)
Old dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Prairie View A&M University (TX)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
San Diego State University (CA)
Sangamon State University (IL)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
Southeast Missouri State University (MO)
Southwastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern college of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
St. Claud State University (NM)
State University of New York at Brockport (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
State University of New York College at Oswego (NY)
State University of New York College at Plattsburgh (NY)
State University of New York College at Potsdam (NY)
Tarleton State University (TX)
Tennessee Technological University (TN)
Texas A&M University-Corpus Christi TX)
Texas Woman's University (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama in Huntsville (AL)
University of Alaska Southeast (AK)
University of Arkansas at Little Rock (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Guam (GU)
University of Houston-Clear Lake (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maryland Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Memphis (TN)
University of Missouri-St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Pittsburgh at Bradford (PA)
University of Puerto Rico-Cayey (PR)
University of Puerto Rico-Humacao University College (PR)
University of Science and Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of Southern Carolina-Aiken (SC)
University of South Florida (The) (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Texas at Dallas (The) (TX)
University of Texas at El Paso (The) (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler (The) (TX)

Participating Institutions (continued):

University of the Virgin Islands (VI)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Univesrity of Wiscohsin-Stevens Point (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valley City State University (ND)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Georgia College (GA)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winston-Salem State University (NC)
Wright State University (OH)
Youngstown State University (OH)

Total Institutions = 221

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1990-91 and 1993-94

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allenton College of St. Francis de Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (The) (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Belmont University (TN)
Benedict College (SC)
Benedictine College (KS)
Bentley College (MA)
Bethany College (KS)
Bethany College (WV)
Bethel College (IN)
Bethel College (MN)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Bradley University (OH)
Bridgewater College (VA)
Bryn Mawr College (PA)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Catawba College (NC)
Catholic University of America (DC)
Centenary College of Louisiana (LA)
Central Baptist College (AR)
Central College (IA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Clarke College (IA)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
Coker College (SC)
College of Great Falls (MT)
College of Mount Saint Vincent (NY)
College of Notre Dame (CA)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (NM)
Columbia College (MO
Columbia College (SC)
Concordia College (MN)
Concordia College (NE)
Concordia University Wisconsin (WI)
Cornell College (IA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Dordt College (IA)
Drake University (IA)
Drew University (NJ)
Drexel University (PA)
Drury College (MO)
Duquesne University (PA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmira College (NY)
Emory & Henry College (VA)
Fairfield University (CT)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Freed-Hardeman University (TN)
Friends University (KS)
Furman University (SC)

Gordon College (MA)
Goshen College (IN)
Great Lakes Bible College (MI)
Grinnell College (IA)
Guilford College (NC)
Hampton University (VA)
Hartwick College (NY)
Hastings College (NE)
Heidelberg College (OH)
Hilbert College (NY)
Hobart and William Smith College (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Carroll University (OH)
Johnson C. Smith University (NC)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Le Tourneau College (TX)
Lebanon Valley College (PA)
Lees-McRae College (NC)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Malone College (OH)
Manhattan College (NY)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Memphis Theological Seminary (TN)
Mercer University (GA)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Montreat-Anderson College (NC)
Moravian College (PA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
Niagara University (NY)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College (WA)
Northwestern College (IA)
Norwich University (VT)
Notre Dame College (OH)
Oakwood College (AL)
Occidental College (CA)
Oglethorpe University (GA)
Ohio Northern University (OH)
Ohio Wesleyan College (OH)
Olivet Nazarene College (IL)
Our Lady of Holy Cross College (LA)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Luthern University (WA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pikeville College (KY)
Pine Manor College (MA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Quinnipiac College (CT)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)
Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Russell Sage College (NY)
Sacred Heart University (CT)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
Saint Francis College (PA)
St. John Fisher College (NY)
Saint Joseph's University (PA)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College (IN)
Saint Mary's College of California (CA)
St. Mary's University of San Antonio (TX)

Participating Institutions (continued):

Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Russell Sage College (NY)
Sacred Heart University (CT)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College (IN)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (IA)
Simpson College (CA)
Sioux Falls College (SD)
Skidmore College (NY)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. John Fisher College (NY)
St. John's University (MN)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stillman College (AL)
Susquehanna University (PA)
Syracuse University (NY)
Tabor College (KS)
Teikyo Westmar University (IA)
Texas Christian University (TX)
Thomas More College (KY)
Tiffin University (OH)
Transylvania University (KY)
Tri-State University (IN)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (The) (OH)
Union University (TN)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Charleston (The) (WV)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of San Francisco (CA)
University of St. Thomas (TX)
University of St. Thomas (MN)
University of the Ozarks (AR)
University of The South (The) (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Washington College (MD)
Webber College (FL)
Wesley College (DE)
Wesleyan College (GA)
Western Baptist College (OR)
Western Maryland College (MD)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College, Inc. (WV)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
Wilmington College (OH)
Wilmington College (DE)
Wingate College (NC)
Wisconsin Lutheran College (WI)
Woodbury University (CA)
York College of Pennsylvania (PA)

Total Institutions: 306